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The American University in Cairo
School of Global Affairs and Public Policy

**Reporting On Reporters: Self-Perceptions Of Journalists Towards
Their Job Identity In Private Newspapers In Egypt**

A Descriptive Analysis Study on *Al-Masry Al-Youm*, *Al-Shorouk*,
Al-Watan and *Al-Youm7* Newspapers

A Thesis Submitted to the

Journalism and Mass Communication department

In partial fulfillment of the requirements for the degree of Master of Arts

By: Bassant Zein Aldin

Under the supervision of Dr. Ahmed Taher

December 2018

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DEDICATION

To my father Zein Aldin Sayed Ahmed (رحمه الله)

(May God bless his soul)

I lost my beloved father just two months before I started working on my thesis during the Fall of 2018. I had no courage, no ambition, and no encouragement at all to finish, especially after having my 6-month baby girl, Samia, whose dearest father, Moataz, is on work-travel duty. But I had one thing in mind; my promise to my father. I had promised him that I would finish by the end of year 2018 and then start looking after my daughter. I did it, Dad!

I dedicate this achievement to you!

This thesis would have been impossible to accomplish without the love and support from my family who enabled me to obtain my Master's degree in one semester. This effort and endeavor presented in this paper would have never come to light without my mother's help, my sisters' encouragement, my beloved husband's love and support, and of course my baby's hug every day.

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ACRONYMS

CAPMAS: Central Agency of Public Mobilization and Statistics

IRB: Institutional Review Board

MR: Multiple Regressions

NMA: National Media Authority

NPA: National Press Authority

PRS: Psychosocial Risks Scale

SCMR: Supreme Council for Media Regulation

SIT: Social Identity Theory

SPSS: Statistical Package for Social Sciences

WOS: Worker Opinion Survey

ABSTRACT

The main target of this study is to draw a comprehensive portrait of self-perceptions among journalists towards their occupation, through applying the quantitative method of distributing surveys to gather and compare views from journalists working at the four major, most widely-read private newspapers in Egypt, namely: *Al-Masry Al-Youm*, *Al-Shorouk*, *Al-Watan*, and *Al-Youm*⁷.

The researcher focuses on how journalists perceive their professional identity in terms of professional roles, professional autonomy, job satisfaction, psychological/mental well-being and the ideal self-image of professional journalists.

The results showed that the two variables that distinctly affect the self-perception of journalists are the psychological/mental health they possess and the level of professional autonomy they have inside newsrooms.

The data gathered from 214 journalists revealed a massive shift in the professional roles of journalists from a “critical change agent” in 2011 to a “populist disseminator” role in 2018. This shift is a substantial milestone in the journalism stream in Egypt, especially seven years after the 25th of January revolution.

One of the most serious outcomes of the current study is that political influences were rated by a majority of journalists as an extremely influential factor on their professional autonomy.

As long as the national portrait of the Egyptian journalist matters in the eyes of the population, it is highly recommended to investigate how public stereotyping of journalists affects the development of their self-esteem.

Keywords: Journalism, Self-perception, Private newspapers, Egypt

Chapter One

Introduction

Journalism is a rapidly-evolving profession due to the huge transformations in newsrooms globally, in addition to the different interactions between job requirements and job expectations.

To answer the question of “why these rapid changes are crucial to those targeting to work in this field”, we need to understand that these changes had a major impact on the conditions under which journalists work. These changes include the nature of their employment, their career plans, how they could afford to fulfill their family duties, and how they prepare for their retirement (Picard, 2015).

Journalists are pessimistic about the future of journalism as a field of work; however, they confessed that they are clear-eyed about the changes in journalism as a professional practice (Picard, 2015).

The challenges facing journalism today are continuously evolving from the state of convergence of multi-tasking and multi-skilling, which are required qualifications to the great need of integrating the technology of digital networking and updating the relationship between producers and consumers (Rottwilm, 2014).

Researchers shifted their focus from analyzing journalists’ professional values, attitudes, and beliefs to the study of their performance in the world of actual practice and growing media (Hanitzsch, 2017).

In developing countries passing through difficult democratic transitions, the role of journalism should be highly appreciated as a “Fourth estate” (Mwesige, 2004). A reinvention of a new journalistic identity must be provided since the previous identity was diluted by the profession’s expansion (Rottwilm, 2014).

Significance of Research:

The first important stage, upon which other stages rely, is to define how this research will benefit academic scholarship.

Through literature review this research shed light on how journalists, from various nationalities, perceive their job by tackling a number of individual, social, and global dimensions. This research also tried to reveal a broader overview of how journalists think, work, and form their perceptions towards their job.

This study attempted to tackle the current status of journalists' self-perceptions thorough analyzing their working conditions in the Egyptian private daily newspapers.

Despite the wave of changes that took place in the journalism structure over the past decades, the implications of these changes on journalists' work in the future received little attention among scholars (Picard, 2015).

In light of the rapid and widespread transformation of Egyptian media, this research aimed to offer an appropriate and innovative supplement to the journalistic literature, achieved by conducting surveys on a sample of journalists working at the four top private newspapers in Egypt, namely; *Al-Masry Al-Youm*, *Al-Shorouk*, *Al-Watan*, and *Al-Youm7*. This non-random sample was selected from different age and gender groups with various personalities, backgrounds and career levels.

With so many important questions on the table, this paper scrutinized standards, practices and values of Egyptian journalists with special attention paid to where journalism, as a professional occupation, was positioned within the Egyptian scene.

Chapter Two

Background Information

2.1 Journalism as a Professional Occupation:

“Defining a journalist has become impossible. There are so many hybrids”, said a female mid-career magazine journalist in a study about journalists’ perceptions towards the future of journalism (Picard, 2015) done by the Thompson Reuters Institute for Journalism Study at Oxford University. Respondents recruited to this study emphasized that journalism involves professional practices, standards, and techniques, but they expressed some uncertainty regarding what would label one as a “journalist”.

An equally significant opinion was stated by Meyers (2010), who said that journalists are more than “mere” reporters or editors, in contrast to the public perception about them. This notion asserted that journalists could have a brighter future even amid the changes they faced in their jobs.

Journalism, usually labeled as a “semi-profession”, meets some professional criteria but not all of these criteria are fulfilled as in other white-collar jobs (Wiik, 2009). Some countries enjoy a strong education system provided for journalists, but others do not, and some countries have a well-established union or syndicate affiliation while others do not (Wiik, 2009).

Deuze (2004) stressed that journalism as an occupation, in light of the self-perceptions of journalists, came to mean much more than telling the public what they needed to know.

Given the high profile of “journalism” as a professional occupation, Deuze (2004) analyzed the profession by examining the core values of the job such as public service, objectivity, autonomy, immediacy and ethics. He mentioned that journalism is “a profession working truthfully and operating as a watchdog for the good of societies as a whole besides enabling citizens to be self-governing”.

Skovsgaard, Albæk, Bro and De Vreese (2013) commented that a journalist is actively involved in the news production process as a news constructor.

Before 1990, describing “journalism” was quite vague in the journalistic books (Meyers, 2010), but these books were more concerned with what media outlets do and what people working inside these organizations, “journalists”, were doing.

Meyers (2010) argued that most journalism practitioners see their occupation as a “calling beyond money-making”, referring to the fact that the professional journalist is not only concerned with conveying information to the public.

Rottwilm (2014) asserted that all journalists have their own beliefs and opinions about “what real journalism is”, and that constitutes the values of the journalistic ideology as an occupation. Kovach, B. and T. Rosenstiel (2001) identified these values as follows:

- *Public service*: Providing an exclusive role as watchdogs or active collectors and disseminators of information.
- *Objectivity*: Being neutral, fair, and (thus) credible.
- *Autonomy*: Being, free, and independent in their work.
- *Immediacy*: Having a sense of immediacy, actuality, and speed.
- *Ethics*: Having a sense of ethics, validity, and legitimacy.

In a nutshell, Mellado, Hellmüller and Donsbach (2016) stated that journalists usually engage in activities accompanied by professional standards with one goal in mind: generating a story from or in an accessible content.

Mellado et al. (2016) asserted that practicing journalism deals with how a journalist performs his/her given roles within a number of dynamic negotiations influenced by both internal and external factors at different levels of the production process.

Deuze (2008) noted that providing society with information and guidance was essential in constructing the fundamental role of professional journalism.

2.2 An Overview of Private Newspapers in Egypt:

Two centuries ago, in 1829, Egyptian journalism was first established with the launch of the first Arabic newspaper in Egypt *Al-Waqae Al-Masriya*, followed by the launch of *Al-Ahram* newspaper in 1875. Later, the *Gazette* came as the first Egyptian English newspaper that was published in 1880 across the Middle East.

Izumisawa (1990), (as cited in Chiba, 2010), reported that 237 local newspapers in Egypt existed between the period between 1924 and 1952, but this figure decreased in time due to the high illiteracy rate among the Egyptian population.

Gamal Alshaer, Deputy of the National Media Authority, wrote an extensive report about the state of media historically through the previous regimes. Alshaer (2015) commented that the Egyptian State controlled the media environment in all its sectors, including print, broadcasting and news agencies. “Former President Gamal Abdel Nasser’s nationalization of the press marked the end of its freedom, professionalism and excellence” (Nasser, 1990 as cited in Alshaer, 2015).

Alshaer (2015) acknowledged that there was a massive decline after 1960 when Abdel Nasser prohibited the publication of any private papers in Egypt.

Alshaer (2015) stated that private newspapers started to appear in Egypt in the late 1970s, in the form of political party newspapers, providing limited competition and alternatives to the state-run newspapers.

In 1970, former President Anwar Sadat came to power after Nasser's death. Alshaer (2015) mentioned that Sadat legitimized the process of forming political parties and also allowed them to publish their own newspapers.

Sadat faced a dilemma between his desire to increase democracy and his fear of its exploitation. As a result, many of the publications that started when he was in power, were shut down shortly before his assassination (Alshaer, 2015).

When former President Hosni Mubarak came to power, there was a wave of privatization inside the media industry, including newspapers.

In 1995, *Al-Dostour* newspaper launched its first edition after registering and obtaining a license in Cyprus because of restrictive laws for publishing a newspaper under Mubarak's rule.

In 2004, *Al-Masry Al-Youm* was first introduced in the Egyptian market as an opposition newspaper. In 2008, *Al-Youm7* was published as a weekly newspaper, and then in 2009 *Al-Shorouk* entered the race to compete mainly with *Al-Masry Al-Youm*, as both were daily newspapers focusing equally on similar topics.

After the 25th of January revolution, there was more flexibility in the process of obtaining the required licenses and permits to launch a private newspaper. For instance, *Al-Youm7* was transformed from a weekly into a daily newspaper; *Al-Tahrir* was transformed from an online publication to a printed edition; and various political parties launched their own newspapers.

The rate of readership of private newspapers in Egypt has been growing stronger in recent years, and during the period of the revolution in January and February

2011, *Al-Masry Al-Youm* appeared to have achieved a higher readership than the state-owned *Al-Ahram* (Alshaer, 2015).

Following the 2011 revolution, newspapers' circulation rate increased significantly due to massive changes within the Egyptian society. In 2010, there were 142 registered newspapers in Egypt, and by 2012, this number increased to 567.

In 2011, right after the 25th of January revolution in Tahrir Square, and following the ouster of Mubarak, a new paper was immediately published under the name of *Al-Tahrir*. In 2012, *Al-Watan* newspaper was published in parallel with an online platform focusing on breaking news reports and political columns.

Alshaer (2015) clarified that the strong growth in independent media outlets after the revolution was due to the ease in the process of obtaining a license for a private newspaper in the post-revolutionary environment. Those who seized this opportunity were concerned that this process may become more difficult in the future (Alshaer, 2015).

To describe the current scene, the Supreme Council for Media Regulation (SCMR) published the first annual report about the status of Egyptian media and the press in March 2018. The report explained that the press in Egypt was divided between public and privately-owned publications. The number of newspapers, magazines and periodicals had reached 550 publications. For content broadcasting, there were 76 television channels and 29 radio networks.

According to the report published on the Council's official website, 56 publications are owned by national/government journalistic institutions, 85 publications owned by shareholding companies and 32 owned by political parties, in addition to other publications owned by different entities and associations in Egypt.

The report highlighted three main obstacles facing the media in Egypt; massive debts, businessmen's controls, and the bundle of complicated laws that failed in creating harmony or good relations either between media organizations and the Egyptian state or between these organizations and their employees.

Meanwhile, Emad Aldin Hussein, the Editor-in-chief of *Al-Shorouk* newspaper, highlighted the importance of press freedom in the Egyptian society for both the ruler and the government's benefits (Website Staff, *Akhbarak.net*, 2018, March 12).

In an interview with the CBC channel, Mr. Hussein stated that information provided by journalists can be a valuable resource for the decision-maker, helping him to take the right decision. Furthermore, this information has a great importance for citizens to analyze the current conditions correctly. He praised the Egyptian media as being the most effective in the Arab region, asserting that Egyptian journalists and broadcasters are highly appreciated in the Arab world.

2.3 The Legal Frame of Press in Egypt:

By the time of writing this study, President Abdel Fatah Al-Sisi had ratified law No. 180 of 2018 concerned with regulating the press (all printed publications), the media (all broadcasted content) and all digital content (all website and social media).

The law, which included 110 articles published in the official *Gazette* in August 2018, focused on specifying the roles of the three main entities responsible for regulating the media in Egypt. These entities were the Supreme Council for Media Regulation (SCMR), the National Press Authority (NPA) and the National Media Authority (NMA).

A great debate followed the official approval of the law by the parliament. Journalists were concerned about whether this law would preserve their rights and not

impose more restrictions on the Egyptian media (Aziz, M., *Al-Ahram*, 2018, September 1st).

Article 19 of the law focused on the problem of publishing false news. The article stated that any media outlet, newspaper or website was prohibited from publishing or broadcasting false news.

In February 2018, the Egyptian authorities banned around 500 news websites including *Masr Al-Arabiya*, *Mada Masr*, *Al-Jazeera* and others for allegedly publishing false news and allegedly supporting terrorism.

Osama Heikal, president of the Parliamentary Committee of Culture and Information, considered the new law as an expansion of the legal protection of journalists with 18 articles dedicated to protect the freedom of journalists (Website Staff, *Egypt Today*, 2018, June 10).

One of the articles stipulated that there would be severe sanctions for any physical attack against any journalist on duty. The penalty was either being arrested or paying a fine ranging from 10.000 to 20.000 LE. Heikal expected that the profession of journalism would witness a wave of prosperity by providing journalists with a set of privileges to help them in performing their job in an unprecedented way. In July 2018, after the law was approved by the parliament, his quotes were published in *Al-Shark Al-Awsat* newspaper.

In an interview with *Al-Osboa* weekly newspaper, Hatem Zakaria, the Secretary General of the Syndicate of Journalists, discussed Article 18 of the law concerned with the role of the Syndicate (Alsamny, H., *Al-Osboa*, 2018, October 1).

The Article stated that without prejudice to the legal responsibility of the newspaper or the media or the website, the journalist could be disciplined vis-à-vis his syndicate if he violated his duties as stipulated in this law or in the Code of the

Press or Charter of Honor in accordance with the provisions of the law of the Syndicate.

On the one hand, Zakaria clarified that this article indicated that disciplinary accountability is to be carried out in accordance with the provisions of law of the Syndicate or the Charter of Honor, which are not currently available in the present law of the Syndicate, the fact that necessitates the preparation of a new law that corresponds to the new emerging conditions.

On the other hand, several members of the Syndicate Council condemned the law describing it as “continuing attempts to restrict the press and the media and restrict the freedom of opinion and expression”, according to a signed statement issued by the members of the Council besides the one issued by the Syndicate itself.

One of the members of the Council, Mohamed Saad Abdel-Hafiz, a columnist in *Al-Shorouk* newspaper, criticized the law, stating that it would cause the destruction of national institutions, adding that he expected the coming period to witness a further decline in media liberties. But, the head of the National Press Association, Karam Gabr, praised the new law, describing it as a savior of the profession of journalism, according to his statements to *Al-Shark Al-Awsat* newspaper.

Abdel-Hafiz wrote an op-ed article in *Al-Shorouk* newspaper regarding the new law and the current status of Egyptian press. He acknowledged that the profession was witnessing a period of exceptional degradation and fear inside newsrooms.

In parallel with this law, President Al-Sisi ratified another law which announced the establishment of the NPA, whose head is to be hired by the president.

Law No. 179 of 2018 included seven sections explaining the administrative establishment of newspapers in terms of a Board of Directors, of owners and of

licensing. This law designated those who could be labeled as a journalist: “A journalist is anyone who is listed as a member of the Syndicate of Journalists”.

In December 2016, the Supreme Council for Media Regulation was established, and was then headed by Makram Mohamed Ahmed. The Council came mainly as an alternative to the Ministry of Information, which was abolished in 2014 after the 25th of January revolution.

2.4 The Challenges Facing the Egyptian Press:

The rich literature about journalists’ roles asserted that every decision and action taken by a journalist represents the process of how a journalist meets the demands of the system without losing his/her personal integrity (Hellmüller & Mellado, 2016).

Nevertheless, journalists are citizens deeply involved in their communities, so they have to face both internal and external pressures (Hellmüller & Mellado, 2016).

In the Egyptian society, it is worth mentioning that journalism in 2018- at the time of writing this study- differs from the journalism of two or three years ago. The time frame of the study was quite critical for the majority of journalists who were witnessing a number of political, economic and social changes that resulted in reshaping and transforming Egyptian community.

The first annual report of the SCMR emphasized that Egyptian journalists enjoyed an atmosphere of freedom; however, they did not have high professional competence, an issue that continually resulted in a violation of standards.

The report emphasized that Egyptian media was totally an independent entity, standing apart from the Egyptian government and its various institutions, but suffering from both financial and legislative pressures.

Abdelfattah Algebaly, a member of the SCMR, wrote a series of three articles in *Al-Ahram* newspaper, discussing the process of reforming the state-run newspapers in Egypt. He praised the role of the media and journalism in the developing countries, describing them as basic pillars of democracy and transparency (Algebaly, A., SCMR website, 2018, August 1st).

Algebaly emphasized the importance of providing the necessary guarantees that help in carrying out journalistic practices freely without any legislative, political, economic, financial pressures or restrictions that may affect the freedom of speech.

Algebaly said that the press institutions in Egypt have to be better qualified in order to play their expected roles, besides ensuring and protecting the freedom of the press and media within the framework of free competition, independence, neutrality, diversity, and polarity.

In August 2018, Dorreya Sharafedin, the former Minister of Information, was interviewed by *Al-Ahram* newspaper to discuss the state of public media in Egypt. She stated that before the 25th of January, 2011 revolution, citizens relied on the national media as the main provider of information, but she pointed out that due to the robust competition of private and international media outlets lately, national media channels were negatively impacted (Elhamy, A., *Al-Ahram English*, 2018, August 20).

Similarly, the Egyptian writer Samir Sobhi referred to the importance of journalism in shaping public opinion and achieving democracy. He said that the press and democracy are “two sides of the same coin”. Sobhi, who published his article titled “The Egyptian press from papyrus to blogs” in the *Al-Ahram* Online website in September 2018, commented that cyber-journalism and satellite television

transformed the Egyptian press scene in the 21st century (Sobhi, S., *Al-Ahram*, 2018, September 4).

It's an undeniable fact that journalism is a substantial pillar in achieving democracy within any society across the globe. Zelizer (2008) acknowledged the importance of journalism despite the ongoing support or critique towards its role, referring to its function in helping people and connecting them to the larger body of politics.

Regarding the political scene in many countries of the world, Zelizer (2008) confirmed that journalists were facing considerable criticism regarding their journalistic performance, amid a political atmosphere that often turned out to present an obstacle in performing journalists' functions.

Chapter Three

Literature Review

Divided by headings and subheadings, the following literature review establishes the importance of the study through discussing journalists' self-perception of their current state of work. The following review is essential in identifying the various controversies in the field by analyzing the earlier assumptions in order to construct the research questions and hypotheses for this study. It is also worth mentioning that journalism research was traditionally located in two different disciplines; namely, the humanities and the social sciences (Deuze, 2004).

For the purpose of this study, the conceptualization of "self-perception" was applied within the work context, which could be explained by analyzing the professional work identification. The core of self-perception is naturally lying within the psychological arena that analyze images and perceptions of people towards themselves and that self-perception plays a leading role in forming feelings and attitudes, resulting in behavioral outcomes (Niskala & Hurme, 2014).

3.1 Self-Perception of Journalists towards their Job:

As reporters and editors, journalists in different countries tend to be pluralistic in their self-perceptions. According to a number of comparative studies using a survey approach, journalists see themselves as serving contradictory functions in their society (Deuze, 2008).

The heart of this feeling comes from apparent tensions between discursive structural factors (e.g., society, economy, culture, media system and history) and personal subjectivities (e.g., background, involvement, gender and ethnicity).

To assess the professional roles of journalists, it is not recommended to focus solely on analyzing the news content, but also on the journalists' perceptions of their roles (Hellmüller & Mellado, 2015). According to a Reuters Institute's survey in 2015 that was processed by Robert Picard, journalists who felt that their profession would be a "harder job with less institutional support" were more apt to be more independent and to be thinking more about personal branding because of their unstable careers.

Deuze (2004) suggested that considering journalism as an ideology helps in separating the field from its often-spread culture and social boundaries, which is necessary in examining self-descriptions of journalists across the globe. But he mentioned that after comparing the characteristics of journalists based in 21 countries, they turned out to be similar, more or less, worldwide. Picard (2015) developed three schemas to investigate the implications of journalism as a career in the future, and not in the past or present. The survey covered the journalists' perceptions of work (the activity), labor (employment relations), and their professional identity (who is a journalist).

Picard (2015) pointed out that journalists had an evident concern for their work/life balance. The sentiment expressed in the statements listed in the survey embodied the view that journalists would continue working on their promotional identity in social media activities in order to maintain a good professional life in the light of the fundamental changes in journalism. 86% of the participants agreed with this view.

Surprisingly, only 28% of respondents (out of 509 participants) agreed that journalism would be a "more satisfying and rewarding" job in the future, while 71%

agreed that journalism would be more stressful than other administrative jobs, as mentioned in Picard (2015).

Regarding professional autonomy, 38% of the group agreed that journalists would have less autonomy in their work in the future. For the financial segment, 60% of the participants agreed that salaries and benefits would face a decline in the future.

Like most white-collar fields, the profession of journalism has witnessed several changes in order to achieve higher professional status (Volek & Jirák, 2007). One of the main outcomes of positioning in a higher place within the professional community is that professional journalists would enjoy a strong experience and a valuable labour market (Volek & Jirák, 2007).

Volek and Jirák (2007) defined the professional model of a journalist as a combination of factors that contribute to enhancing the professional self-image, including the ability to convey information to others, detect problems and publicize them, help people, be amongst the first to know what was going on, promote certain values and ideals, appear in public, influence political decisions, affect the public, present financial assessment, create a network of contacts, enjoy unlimited freedom from superiors, secure employment, enjoy prospects for career growth, enhance education and finally enjoy social recognition.

Volek and Jirák (2007) said that the ideal model of the professional journalist and the self-regulating journalistic behavior in relation to the professional codes became problematic over the last fifty years.

Using these criteria as the baseline, analyzing the professional roles of journalists can help in understanding the mechanism of “spiral of silence” within a newsroom, because it shows how a systematic process can control journalists’ choices and opinions (Hellmüller & Mellado, 2016).

3.1.1 Professional Identification of Journalism as an Occupation:

The origin of “professional identity” as a concept was originally introduced in Social Identity Theory (SIT) by the social psychologist Henry Tajfel in 1978. The theory explained how an individual’s identity was formed and recognized in the context of a certain group “in-group” versus “out-group” or other groups.

By applying this perspective into the journalistic arena, Russo (1998) reported that journalists usually identify more with journalism as an occupation, rather than with the newspapers they work for, according to his study on one metropolitan newspaper.

Wiik (2009) used the concept of professional identity as a reference to the aggregated perceptions of Swedish journalists about themselves as professionals. He identified professional identity as “a form of social identity that connects members of the same occupation”.

The wider frame of identification is seeing it as an ideology rather than as specific goals for a number of members working in a single news organization (Wiik, 2009). The relationship between a shared professional identity and the surrounding practices of journalism is the main process that shapes the field of journalism (Wiik, 2009).

Interestingly, Wiik (2009) remarked that the basis of the journalistic profession is homogenizing, and its layers of professional identity are woven together within a changeable professional discourse. He referred to the multi-tasking feature of the journalistic profession, as it requires the journalist to research, report, write and sometimes photograph in order to fulfill his roles on the job.

Wiik (2009) highlighted the two-fold feature that contributes to the identity-making of journalists; namely, achieving legitimacy in the eyes of their peers in the same career as well as in the minds of other related groups (e.g., politicians, advertisers, etc).

Regarding the relation between the professional ideals and the identity-making of journalists, Wiik (2009) stated that enjoying a sense of professionalism in the field has its effect on creating the feeling of belonging and of pride, in addition to drawing the way to how to act and behave in the day-to-day work functions.

Wiik (2009) identified the main professional ideals of Swedish journalists during the period between 1989 and 2005 as follows: scrutiny, explanation, stimulating new thoughts and ideas, giving people experience, criticizing social justice, neutrality, and mirroring public opinion.

The discourse of professional journalistic roles is the main scope where journalistic identity is contested and reproduced (Hanitzsch, 2017). Wherever there is a struggle about preserving roles of journalists, there is a process of transformation happening (Hanitzsch, 2017).

Nygren and Stigbrand (2014) suggested that the professional identity of journalists implies two main dimensions; an internal one that deals with assessing themselves and an external one related more to how “the other” groups in the society think of journalists. They commented that these dimensions measure professional roles in relation to other different groups in the society.

Three strong dimensions have been correlated to the most important roles that should be implemented by the journalist (Nygren & Stigbrand, 2014). First, the accuracy dimension (e.g., being accurate and having a sense of justice); second, the expressive dimension (e.g., having a trait of self-expression and curiosity); and third, the networking dimension (e.g., looking good and having the ability to create new contacts).

Russo (1998) suggested that the ability to perform the professional roles of journalism and having a sense of fulfillment inside the work could have a major impact towards identification of the profession.

3.1.2 Professional Roles of Journalists at Work:

Exploring the roles of journalists through research is central to the understanding of journalists' identity in society, especially in the 21st century where journalism's identity is shaken. So, it is not surprising that studying journalists' roles and identities has its own scope of journalism and communication research (Hanitzsch, 2017).

From a practical point of view, professional roles are considered to be key aspects when how to define journalism as a profession is concerned (Mellado et al., 2016).

For a long time, media sociologists debated journalists' perceptions of their roles in society and their major effect in shaping the stories they craft (Tandoc, Hellmueller & Vos, 2013).

Nevertheless, several authors have highlighted the fact that journalists do not usually perform a specific role, but they tend to perform a collective outcome of all their expected roles in the community (Mellado, 2014). Journalistic roles are being produced and reproduced as outcome of journalists' negotiations with conflicting normative expectations (Tandoc et al., 2013).

Willnat, Weaver and Choi (2013) confirmed that the way journalists define their roles in society has its own implications on setting the boundaries of their journalistic skills and abilities. However, the authors pointed out that whether all journalists share the same professional roles or not is still debatable among scholars.

Comparative research has demonstrated that journalists tend to play a variety of cognitive roles, mostly depending on the political and social circumstances they work within (Hanitzsch, 2017).

From a journalism practice perspective, the professional roles of journalists are considered to be part of media routines that are manifested by repeated practices (Irer, 2016). Subsequently, the performance of these journalistic roles can be measured through two stages; namely, the production process and the news outcome. Hence, the performance of roles can take the cycle of actions performed prior to the output (Mellado et al., 2016).

The performance of journalistic roles deals with the manifestation of professional ideals in journalistic practice, in addition to interacting with actions and behaviors (Mellado et al., 2016). In the field, there are several dynamic negotiations influenced by different internal and external constraints that prevent, but can also enable, the practice of journalism (Mellado et al., 2016).

Hanitzsch (2017) considered that journalistic roles are performing a duplicated job: “they act as a source of institutional legitimacy relative to the broader society, and through a process of socialization they inform the cognitive toolkit that journalists use to think about their work”.

By applying the perspective of discursive institutionalism as a baseline for investigating the journalistic roles from a professional angle, Hanitzsch (2017) observed that journalists articulate their professional roles at two levels: role orientations (normative and cognitive), and role performance (narrated and practiced). Hanitzsch (2017) explained that normative roles (what journalists have to do) enclose desirable expectations by the society, while cognitive roles (what they want to do) encompass organizational values, attitudes and beliefs embraced by the journalist. For the practiced roles (what they really do), the focus was on the journalist’s role in the field of practice, and narrated roles (what they think they do) capture subjective perceptions on the journalist’s performance.

Furthermore, analyzing professional roles is highly required to increase our knowledge about how these roles are performed in the different parts of the world (Mellado, 2014). The conceptions of professional roles of journalists, in different countries, have become central to journalism studies.

One of the prominent studies that classified the professional roles of journalists in 18 countries was done by Hanitzsch et al. during the period from 2007 to 2009. The authors distinguished these roles as forming four major groups: populist disseminator, detached watchdog, critical change agent and opportunist facilitator.

Wilhoit and Weaver (1996) argued for a three-role typology for a journalist; disseminator, interpreter and adversary. The journalists surveyed were sorted according to four professional conceptions of role orientations (Hanitzsch et al., 2011):

- Populist disseminators see themselves as detached observers who are responsible for news-feeding the audience the most interesting information to them.
- Detached watchdogs are also detached observers, but they are highly active as watchdogs of the political and economic powers by holding these powers to account.
- Critical change agents drive social change, encourage political participation and influence the public opinion out of a critical attitude towards the government and business elites.
- Opportunist facilitators see themselves as strong constructive partners, helping the government to achieve economic well-being and social development in the process of nation-building.

Hanitzsch et al. (2011) clarified that most journalists across the globe value the normative ideals of non-involvement, dissemination of political information, and wearing the suit of a watchdog in monitoring the government. Although these values are usually considered western, journalists accept them as standard values across the world (Hanitzsch et al., 2011).

It was also surprising that most journalists seem to be steering away from influencing public opinion and calling for social change, but are keener to monitor both political and economic elites (Hanitzsch et al., 2011). The study indicated less support towards journalism culture in Egypt, Turkey, Uganda, and partially in China.

Hanitzsch et al. (2011) found that Egypt had a special position among countries under study; the researchers explained that Egyptian journalists had strong interventionist motivation in addition to a critical attitude towards the government. The authors said: “The unique position of Egypt might also indicate the existence of a distinctive journalism culture in the Arab world”.

The professional standards of ethical journalism appeared to be unified and accepted among journalists whatever the situation or the context of practicing journalism in any of the countries surveyed may be (Hanitzsch et al., 2011). Many journalists justify causing some harm to others if the final outcome has a greater good for the public.

Skovsgaard, Albæk, Bro and De Vreese (2013) identified similar professional roles for journalists, as perceived by them at their work; ‘passive mirror’, ‘watchdog’, ‘public forum’, and ‘public mobilizer’. The authors described these roles as the ideal role perceptions in the eyes of the journalists. The “passive mirror” role is similar to the role of information-disseminator, while the “watchdog” role deals with objectivity to maintain balance in criticizing the power.

Skovsgaard et al. (2013) commented that both “public forum” and “public mobilizer” roles are emerging with the rise of public journalism.

Weaver and Wilhoit (1996) suggested that the role of “populist mobilizer” includes developing intellectual and cultural interests of the public, setting the political agenda and giving ordinary people a chance to express themselves.

Willnat et al. (2013) reported that out of 31 nations and territories, journalists working in 22 nations chose “reporting the news quickly” as the most important role played at work, followed by “providing analysis of the events”, then “playing the watchdog role” in their country. They observed that the role of “watchdog” needs to be defined within the context of each country’s circumstances, cultures, and media systems. Deuze (2005) explained that journalists tend to represent the “watchdog” role in the name of the people, as they have a sense of “doing it for the public”.

Another comparative analysis of journalistic roles applied in 31 countries, found that detachment, non-involvement, as well as providing political information, and monitoring the government are the most essential journalistic functions across different countries (Weaver & Willnat, 2012). The study was based on surveying almost 30,000 journalists from 31 countries and territories who chose “reporting the news quickly” as the most important role performed by journalists, followed by “reporting objectively” and “providing analysis” of events; acting as the “watchdog” was fourth, followed by “providing access for the public” and “providing entertainment” (Weaver & Willnat, 2012).

The authors conducted a further analysis over the previous study of the journalists in 31 countries. They discovered that journalists, under this study, were younger and less experienced in valuing the analytical role of journalism; thus, they were less satisfied with their work.

Moreover, Mwesige (2004) reached a similar outcome while conducting a national survey of Ugandan journalists during a shaky transition period in Sub-Saharan Africa. The journalists showed their strong advocacy for their role as a “populist mobilizer” or an advocacy that carried the responsibility of setting the political agenda, in addition to supporting the process of getting the information quickly as the highest rated function in the media. At the same time, the Ugandan journalists applauded the roles of the journalist as interpretive and as disseminator.

Among international studies, journalists seem to highly identify themselves as agents of an information-sharing process, as criticism and service doers, besides encouraging neutral and accurate informing along with political and industrial monitoring as well as taking the side of the weak (Niskala & Hurme, 2014).

Ileri (2016) concluded that “providing citizens with information” is the role selected the most and was retrieved from a national survey of Kenyan journalists, followed by “advocates for social change”, then “supporters of official policies”, “motivators of people to participate in civic activities” and “ watchdogs of government” as the last one.

In their comparative studies between the perception of Finnish journalists and public relations professionals towards both their professional self-image and towards each other’s job, Niskala and Hurme (2014) reached similar results when asking journalists about the professional role they played the most, which turned out be “neutral informer” and “advocate” and “being a voice for the weak”.

Another related aspect of role perception is how it is performed. Mellado et al. (2016) found that research of role conception has one main repeated assumption, arguing that the way journalists understand their roles has a positive correlation with shaping the news content they produce.

The underlying assumption of role conception research is that it took for granted that the way journalists define their jobs would affect their performance (Hellmeüller & Mellado, 2015). Mellado et al. (2016) acknowledged that the functionalist approach was the tool most used in exploring the professional roles in the journalistic field. This approach depends on defining this professional role upon the expectations of society towards the individual, which helps in creating “rules and patterns of behavior” (Mellado et al., 2016).

Mellado (2014) connected the characteristics of professional roles to various journalistic discourses to produce six main dimensions of role performance; namely, interventionist, watchdog, loyal-facilitator, service, infotainment and the civic model.

The definition of these dimensions emerged from three basic domains: the relationship between journalism and those in power, the presence of the journalistic voice inside newsrooms, and the way journalists approach the audience (Mellado, 2014).

The disseminator-interventionist dimension deals with how a journalist reports a story with a direct proportional level of intervention, while the watchdog dimension is related to holding the powerful person accountable through questioning and criticism (Mellado, 2014). With regard to the loyal-facilitator dimension, it materializes by showing support for government activities and by stressing upon the feeling of nationalism (Mellado, 2014).

The last three dimensions of role performance are based on various understandings of the audience. Service journalism provides the public with knowledge about their daily lives, infotainment journalism communicates with audiences as spectators, and finally the civic model of journalism encourages the citizen to participate in public activities (Mellado, 2014).

No one can read a journalist's mind; hence, evaluating the professional roles of journalists must be based on its collective-relational duties by locating these six dimensions, through examining 43 indicators of journalistic role performance and how much they depend on media orientation as well as on the journalistic beat (Mellado & Lagos, 2014). The authors discovered that the disseminator role is considered to be the most common among Chilean journalists.

Mellado and Lagos (2014) suggested analyzing the influence of both media orientation and journalistic beat on role performance in order to discover the factors behind shaping the final news product.

From the literature review, it is clear that journalistic role conceptions vary more across countries than within countries (Weaver & Willnat, 2012). Mellado and Van Dalen (2013) focused on measuring what they labeled as the "the gap between rhetoric and practice" regarding professional roles of journalistic practice. This gap is between role conception and role performance and measuring it requires understanding the discrepancy between an individual's perceived role and his or her professional practice. The researchers also highlighted the impact of other variables on news decisions on both the organizational and/or societal level.

Hanitzsch (2017) agreed that there was a gap between the roles the journalists target to achieve and the roles carried out on the ground and he referred to a correlation between cognitive and actual roles performed by journalists.

Volek and Jiráček (2007) suggested that along with the traditional journalistic goals of education, advocacy, and objectivity, a fourth career objective was personal work advancement instead of the idealistic goals of social change (Niskala & Hurme, 2014).

3.1.3 Perceived Professional Autonomy of Journalists:

The origin of the word “autonomy” comes from a Greek word ‘autonomous’, which means living under one’s own laws, while the practical meaning in the dictionary is ‘not to be controlled by outside sources’ (Siraj & Hussain, 2017).

The professional independence for journalists at work is increasingly becoming a heavy burden as it largely affected by political, social, and cultural changes.

Regarding the work environment, one of the biggest rights, yet most challenging for journalists is professional autonomy and freedom at work. The right to have professional autonomy is “to exercise independent decisions in doing their work” (Mellado & Van Dalen, 2013).

As an integral part of professional identity, Russo (1998) concluded that autonomy is positively and significantly related to both professional and organizational identification. He asserted that journalists consider autonomy as an important element that either enables or disables their ability to make decisions that directly affect their journalistic product.

Being independent and free is one of the main characteristics of modern journalists. However, Deuze (2004) noted that the consequences of “multimedia and multicultural reporting” still challenge this journalistic autonomy.

Lauk and Harro-Loit (2016) considered autonomy as a necessary part of the professional culture of journalism, adding that this element is helpful when distinguishing citizen journalism from professional journalism.

Reich and Hanitzsch (2013) identified the “perceived influences” of autonomy in the eyes of journalists. They referred to their own personal perceptions of the different forces that are involved in the process of news production.

From a journalistic perspective, the level of autonomy that journalists enjoy is continuously adjusting to how they perform the role of reporting news (Sjøvaag, 2013).

An international comparative study explored and validated a dimensional structure that underlines these perceptions (Hanitzsch et al., 2010). The findings indicated six distinct domains of perceived influence which are:

Political influences (e.g., government, politicians, censorship, etc.), economic influences (e.g., profit expectations, advertising, market pressures and audience research), organizational influences (e.g., ownership, management, editorial decision making), procedural influences (e.g., news routines, deadlines, editorial resources), professional influences (e.g., professional conventions, newsroom policies, media laws), and reference groups (e.g., competitors, colleagues in other media, audiences, friends and family).

Journalists need autonomy, at both individual and organizational levels and separating these two levels is not an easy task (Sjøvaag, 2013). The value of journalistic autonomy depends on how journalists perceive this autonomy on both organizational and institutional levels (Lauk & Harro-Loit, 2016).

Deuze (2005) encouraged the role of journalistic autonomy in the age of multicultural reporting, saying that reporters can only flourish in free-censored media organizations. He considered editorial autonomy as “invoked in the face of any extra-journalistic or management-driven force”.

Journalism is practiced within an institution; therefore, professional autonomy should be analyzed and investigated within an institutional context because it is a fluid concept that is rapidly changing due to the daily function of news reporting (Sjøvaag, 2013).

The absence of journalistic autonomy should be felt by journalists themselves (Lauk & Harro-Loit, 2016). For the private media, the administration puts the trust of advertisers in the first place, although they do value the meaning of trustworthiness (Lauk & Harro-Loit, 2016).

Reich and Hanitzsch (2013) distinguished three main levels of perceived professional autonomy; the individual level (e.g., journalists' professional backgrounds and their roles within their work), the organizational level (e.g., newsroom environment), and the societal level (e.g., the social, cultural and ideological context which journalists operate within).

The way journalists perceive the value of professional autonomy in their work depends on the educational background they acquire, and whether or not their countries have a critical and reflective journalism culture (Lauk & Harro-Loit, 2016).

Countries having no great journalism culture lack an understanding of the importance of professional autonomy, whereas countries with a long history of professional journalism appreciate journalism professional values (Lauk & Harro-Loit, 2016).

In the specific reality of journalism, Reich and Hanitzsch (2013) assumed that professional factors, such as policies and practices of the profession in general, are usually perceived by journalists as limiting forces to journalistic autonomy. Both authors mentioned that influences from the reference groups, whether in the professional area or the private life have their own effect on the determinants of journalists' professional autonomy.

During their comparative study of 1,800 journalists recruited in 18 countries, including Egypt, Reich and Hanitzsch (2013) found that professional autonomy is typically manifested at two levels; first, when journalists are free enough to have the

final decision on which stories or reports to cover and edit, as well as choosing the angles, frame, and sources of their news stories. The second level deals with the editorial hierarchy and its relation with the operative procedures beyond reporting.

Willnat et al. (2013) noted that the majority of journalists around the world comprehend the importance of professional autonomy to their job, but they suffer from large gaps between the ideal version of autonomy and the actual freedom they have. It is worth mentioning that these gaps do not only exist in countries with limited press freedom, but also in newsrooms with relatively free environments.

In respect to journalistic practices, journalists who suffer from limited professional autonomy, usually predict that their newsroom is influenced by other political factors (Reich & Hanitzsch, 2013).

Mwesige (2004) argued that enjoying a sense of professional autonomy doesn't necessarily mean an absence of organizational and political threats towards press freedom, which was the case during a survey of Ugandan journalists.

Mwesige (2004) identified two indicators used to capture the operational routines of professional autonomy as well as freedom of reporting. They measured professional autonomy through two statements as follows: "I have a lot of control over the work that I do" and "I am allowed to take part in decisions that affect my work". The journalists under this study confirmed that they have considerable professional autonomy at their work.

Mellado et al. (2016) criticized the increasing pressure of self-censorship and its implications on professional autonomy. These, eventually, are a major hindrance towards journalistic performance in the society. Surprisingly, journalists working in state-owned media are reported to suffer from less autonomy than their fellows working in private newspapers (Reich & Hanitzsch, 2013).

No doubt that the type of media system within any country has a direct effect towards the level of autonomy within its media organizations (Sjøvaag, 2013).

Reich and Hanitzsch (2013) concluded that high professional autonomy among journalists is expected to correlate with higher levels of press freedom and minimum levels of state intervention in the media.

Reich and Hanitzsch (2013) warned that media outlets, which have a certain political tendency, are expected to have journalists with limited professional autonomy, because they supposed to be yielded to their organization's editorial slant.

From a national angle, journalists in "full democracies" enjoy the highest levels of autonomy in their work as compared to their counterparts in "flawed democracies" (Reich & Hanitzsch, 2013).

Siraj and Hussain (2017) demonstrated that predictors of professional autonomy in Pakistan depend on two dimensions which are comprising journalists' perceived influences on their work and defining the objective limits of autonomy that exist beyond journalists' perceptions. They clarified that journalists' subjective perceptions of the way that political, organizational, procedural, professional, and reference group directly influence their work are one of the strongest predictors of what professional autonomy means to them.

In Pakistan, journalists pinpointed several factors that influence journalists' autonomy at work; namely, editorial policy, military and state security, feedback from the public, advertising constrains, media ownership, media legislation and editorial policies (Siraj & Hussain, 2017). However, there are some factors that didn't have a major influence over their journalistic autonomy. These are public relations, business people, pressure group, government officials, profit expectations and competing with other media organizations.

Due to the changing nature of journalism across nations, as mentioned above, journalistic autonomy turns out not to be a stable entity, but it is something that is changing rapidly and requires negotiating within the daily process of news reporting. It is better to resolve it at the level of practice (Sjøvaag, 2013).

It's undeniable that the more journalists practice autonomy inside their work boundaries, the more they could execute their job with a sense of responsibility (Siraj & Hussain, 2017).

Moreover, in a study of a group of one metropolitan newspaper journalists designed to compare between their professional and organizational identification, Russo (1998) found that professional identification is considered to be a source of collective inspiration, energy and strength. When journalists feel that their professional roles are related to the values of their profession, they enjoy a greater feeling of job satisfaction.

3.1.4 Job Satisfaction of Journalists at Work:

Russo (1998) demonstrated that there is a high correlation between enjoying professional autonomy inside work and achieving a high score of job satisfaction, and this has an effect on enhancing their sense of professional identification. The measurement of job satisfaction has been a scope of debate in the sociological scholarship.

Cross (1973) acknowledged that job satisfaction is largely considered a multi-dimensional construct, because any worker inside an organization might be satisfied with his salary but dissatisfied with his relationship with superiors.

Cross (1973) constructed the Worker Opinion Survey (WOS) that includes six subscales of job satisfaction, covering the following: The firm as a whole, the pay, opportunities for promotion, the job itself, the relationships with immediate superiors

and with co-workers. The scale covered 48 items presented in statements under each subscale.

Macdonald and MacIntyre (1997) believed that there should be fine lines between job satisfaction and employee morale. They referred to the previous studies about scales of measuring job satisfaction, which included basic criteria such as pay, promotion, supervision, working conditions and relationships with superiors and co-workers as well.

Willnat et al. (2013) referred to the massive changes that hit the work environment of journalists around the globe in the last two decades, and how this transformation posed a potential threat to the working conditions of journalists. Assessing the indicators of job satisfaction among journalists was one of the analytical points that several comparative studies focused on.

Willnat et al. (2013) found that journalists in Japan, Singapore and the United States grade their level of job satisfaction by rating their news organization's role in informing the public. Other indicators for measuring job satisfaction in the study that went across nations were the ability to cover a subject, the ability to serve the society, the ability to help people; however, only one third of all journalists in 18 nations showed that they are very satisfied with their job (Willnat et al. 2013).

A large number of studies that analyzed job satisfaction among journalists from different nations explored various factors such as organizational characteristics, individual characteristics of journalists, and their assessment of organizational goals (Willnat et al. 2013).

One worrisome finding detected by Willnat et al. (2013) in the study was that the vast majority of journalists would likely look for other employment possibilities because they feel no happiness in their current jobs. Another conclusion by the study

was finding a correlation between professional autonomy and perceived levels of job satisfaction.

Interestingly, Pokrywczynski and Crowley (1997) discovered in their study on journalists working in daily newspapers that there was a wide feeling of dissatisfaction among young employees in the newsrooms, which led to a migration of young, talented and smart juniors to other careers.

Pokrywczynski and Crowley (1997) noted that being satisfied or dissatisfied at work has its known effects on one's self, family and life as a whole. This is evidenced by Macdonald and MacIntyre (1997) who found that job satisfaction is related to other external factors. They explained that job and life satisfaction have their own influence on each other. They noted: "A crisis at work may cause disruption at home and later a crisis at home might cause disruption at work".

Pokrywczynski and Crowley (1997) examined job satisfaction among employees working in advertising departments at 200 different newspapers based on four dimensions, namely, work roles as described by company goals, salary and rewards, relationship with supervisors, and relationship with colleagues.

Pokrywczynski and Crowley (1997) quoted Edwin Locke in their study stating that job satisfaction might be related to mental health, which plays a major role in absenteeism and turnover.

3.1.5 Psychological/ Mental State of Journalists at Work:

The psychological wellbeing is about relations with our self, and our involvement with others within the society. Obtaining stable mental health means maintaining good relations in our close circles in life and being socially involved (Masse et al., 1998).

A reliable and valid scale used to measure psychological health at work (PHW) was developed by Masse et al. (1998). The scales included positive and negative indicators of psychological health by assessing two instruments:

--The Wellbeing Manifestations Measure Scale, a 25-item scale plus six factors measuring wellbeing at work (e.g., “I had goals and ambitions”, “I got along well with my colleagues”),

--The Distress Manifestations Measure Scale, a 23-item scale and four factors to measure of distress (e.g., “I felt depressed” or “I felt emotionally balanced”).

Several studies supported the validity and reliability of both the wellbeing and distress measures (Brien, Hass & Savoie, 2012).

Masse et al. (1998) concluded that basic dimensions of psychological wellbeing include control of self and events, social involvement, happiness, self-esteem, mental balance and sociability.

Najder, Merecz-kot and Wójcik (2016) examined the psychological risk for health and stress exposure and its relationship with occupational functioning of journalists. They found that the most frequent complaints of journalists in Poland were the mental effort and readiness to act on time as well as limited opportunities for promotion.

Depending on the specificity of each position inside the journalism occupation, each journalist faces his/her solo psychological risk and stress, depending on job characteristics (Najder, Merecz-kot & Wójcik, 2016). Generally, they acknowledged that higher levels of stress among employees of media organizations result in poor functioning at work.

Ofili, Tobin, Ilombu, Igbinosun, and Iniomo (2014) detected psychological disorder among journalists working in Nigeria. While these journalists expressed a feeling of tiredness on resumption during work, they also felt a sense of negativism.

They had frequent expressions of anger, and a tendency to dread going to work in the morning.

Ofili et al. (2014) assessed the criteria of job satisfaction using five main domains, including pay, promotion, work relationships with supervisors and colleagues, communication inside the organization, and the use of skills. The researchers confirmed that job satisfaction and job stress are correlated in a mutual relationship where satisfaction affects stress and vice versa.

Najder et al. (2016) noted that journalists who experience less stress at work enjoy better health and have the ability to work better compared to their colleagues who took more sick leaves as a result of job stress. Moreover, less stressed journalists were found to be more satisfied than others who were taking more days off.

Ahlberg, Könönen, Rantala et al. (2003) studied occupational stress among Finnish radio and TV broadcasting employees and its association with work duties and working hours. They found that the self-reported survey showed that journalists taking both overtime and sick leave were from positions with high levels of job stress

Ahlberg, Könönen, Rantala et al. (2003) pointed out that stress is becoming an integral part of our modern work-life, warning that it could lead to physical disorders and mental problems.

3.2 Self-Perception of Professionals Working in Other Occupations:

The pure definition for self-perception is what one defines as a person's self-concepts and self-image. From a professional perspective, every job has its own practices, values and standards. This part of the literature will cover how most of these job practitioners perceive themselves in the context on their profession.

3.2.1 Entrepreneurship:

Entrepreneurship is one of the rising businesses all over the globe, although it is not a recent phenomenon. One of the first economists to discuss this trend was Joseph Schumpeter in 1949. He explained that entrepreneurship is the ability to generate innovations which transform markets. Shane (2006) sees the entrepreneur as the one who seeks discovery, evaluation and exploitation of new opportunities, in various industries, with the intention of introducing new products and services.

One of the leading studies focusing on the self-perception of entrepreneurs was done on the Brazilian enterprises. Nassif, Hashimotos and Amaral (2014) noted that the entrepreneurs who were interviewed in the study have demonstrated personal profiles of flexibility in new situations. The authors added that these entrepreneurs were seeking innovative solutions to daily obstacles as well as seeking adaptation to diversity. The study revealed that entrepreneurs usually tolerate error and failure through taking risks without fear.

Applying the perspective of factorial analysis of the entrepreneurs' self-perception of their skills as a baseline for exploring their life characteristics, the study highlighted two main factors; impulsiveness, and strategic attitude towards their enterprises.

3.2.2 Nursing:

Taking care of patients who are under medical observation is considered a sensitive role for nurses, as it implies a secondary responsibility for patients' wellbeing after doctors. For this critical role, Varaei, Vaismoradi, Jasper, and Faghihzade (2012) examined the perspectives of the Iranian nurses regarding factors influencing their nursing image.

Varaei et al. (2012) stressed that images of nurses are closely linked to the socio-cultural context; hence, nurses' perception of the public stereotyping of their job is related to their self-concept and self-esteem.

The study revealed that nurses' knowledge of their perceived public image and self-image is positively associated with their self-esteem and their level of job performance and satisfaction.

Varaie et al. (2012) stressed that improving both the self-image and public image of nurses is crucial for the purpose of recruitment and motivation to work.

An equally significant aspect of self-perception in any occupation is gender equality. While stereotypical public image of nursing is quite poor in Iran, Valizadeh, Zamanzadeh, Fooladi, Azadi, Negarandeh and Monadi (2014) highlighted that male nurses disagreed with the public notion that nursing is a feminine job, but they insisted that male nurses are required in an Islamic country like Iran, where there is gendered nursing care. Valizadeh et al. (2014) pinpointed that the participants of the study asserted that males tend to excel in the masculine high-tech roles in that field, while females chose feminine roles in postpartum and pediatrics care.

Varaie et al. (2012) drew a number of domains and items while conducting a survey of nurses' self-reporting on their professional image, which were: the nature of work performance, the characteristics required for entry to work, occupational and educational preparation, the social role characteristics of nursing, the prestige economic and social status of self-image.

3.2.3 Teaching:

One of the most exhausting jobs in different countries is teaching, as it requires different skills and abilities to adapt to the scholastic environment and deal with children and teens.

Brien, Hass and Savoie (2012) examined teachers' self-perception of their job performance, with a special focus on satisfying the specific needs of Quebec teachers in order to attain stable psychological health and perform adequately.

Brien et al. (2012) asserted that the more teachers perceive their job as meeting their needs for autonomy, for competence, and for relatedness, the more they enjoyed higher levels of psychological health which definitely leads, in turn, to better job and task performance.

Another study focused on novice and beginner teachers in medical schools in Pakistan, and the research revealed that self-perceptions of new teachers towards their work skills were competency, ability to use and integrate technology, good rapport with students, and easy adaptation to the job environment (Qamar, Tasawar, Gul and Naqvi, 2016)

3.2.4 Interpreting:

When there is no shared language, the interpreter is man of the job. Dubus (2016) remarked that interpreters describe their roles depending on the work environment; whether as an advocate, a language conduit, a cultural broker/ navigator, teacher and a supporter for the client. Hsieh (2008) confirmed that medical interpreters move between all these roles depending on the situation.

Dubus (2016) remarked that interpreters struggle to balance their work in relation to the provider. According to findings, the interpreters struggle to separate their personal beliefs, cultural experiences, and political views while being in the interpreter-mediated session. Hsieh (2008) remarked that interpreters are only the voice of others, and are not allowed to express their personal opinions or emotional reactions to the provider.

While they see their job as effective, yet complex, the participants in the study of Dubus (2016) expressed a feeling of being invisible and devalued. In contrast, Hsieh (2008) found that although interpreters are silent (and not behind speakers) when the main speakers communicate directly, they empowered them, indirectly, to establish trust and rapport (e.g., having eye contact).

Chapter Four

Theoretical Framework, Research Questions and Hypotheses

This study proposes self-perception theory as the most suitable framework to comprehend the process, which occurs inside oneself by observing one's own behavior and concluding what attitudes must have caused it.

4.1 Background of Self-perception Theory:

The first scholar to propose the self-perception theory was the American psychologist Daryl J. Bem, who argued that one's attitudes are usually considered as inferences of one's own behaviors (Bem, 1965). Several social psychologists rated this theory as an alternative to dissonance theory proposed by Leon Festinger in 1957, which was concerned with interpreting cognitive dissonance effects.

Bem had elaborated on self-perception theory in two prominent articles; the first one that introduced the theory was in the *Journal of Experimental Social Psychology* in 1965 and the second one was more focused on relating his theory to cognitive dissonance theory, as an alternative interpretation of dissonance phenomena. This was published in the *Psychological Review* in 1967.

Bem concluded that the heart of self-perception theory is made up of two major predispositions (Bem, 1972). First, individuals realize their own attitudes and emotions, partially, by drawing them from an observation of their public behavior and/or the circumstances that surround these behaviors. Second, the individual is considered as an outside observer who relates external cues with the inner state of the individual.

Two years after the introduction of the theory, Bem elaborated more on the connection between his theory and the cognitive dissonance theory of Festinger.

The basic idea of the dissonance theory is that when an individual has two inconsistent cognitions, he will face a pressure called an aversive motivational status called cognitive dissonance. Then he will try to get rid of that pressure by alerting one of those incompatible cognitions in his mind (Bem, 1967).

Bem (1967) remarked that the cognitive dissonance theory is placed within the area of psychology as it examines the relations between stimuli and responses within an individual, according to the current phenomenology of the person. But the alternative context that self-perception theory assumes is that relations between stimuli and responses within an individual depend on an individual's past training history (Bem, 1967).

4.2 Critical Review of Self-perception Theory:

Based on the premise of self-perception theory, the situational cues surrounding the individual's overt behavior offer a set of indications about the expected attitudes towards this situation (Fazio, 1987). To defend his theory, Bem conducted a series of experiments to explain the empirical evidence of interpersonal stimuli, through providing "observer-subjects" with information of actual cognitive dissonance and then requiring them to evaluate the belief ratings of the "participating-subjects" (Woodyward, 1973).

The theoretical perspective of Bem's self-perception succeeded in linking the attributional perspectives of social psychology with the domain of attitudes (Fazio, 1987).

Despite the magnificent contribution of the self-perception theory among social psychologists, there remains criticism regarding the conceptual framework of the theory. Fazio (1987) addressed a few critical points about the theory.

For instance, he questioned what would motivate people to take the action and

self-perceive and then form attitudes. He considered Bem's theory as silent to this point.

Consequently, Woodward (1975) mentioned that several critics of Bem's theory argued that his descriptive experiments, which he established to build his theory, didn't duplicate the original experiments of the cognitive dissonance theory because they didn't include any data about the initial beliefs of the subjects who participated in these experiments.

Despite the criticism, the self-perception theory preserves a high profile among social scientists and scholars. Fazio (1987) commented that self-perception theory had enriched literature with a powerful interpretation regarding a number of social influence phenomena.

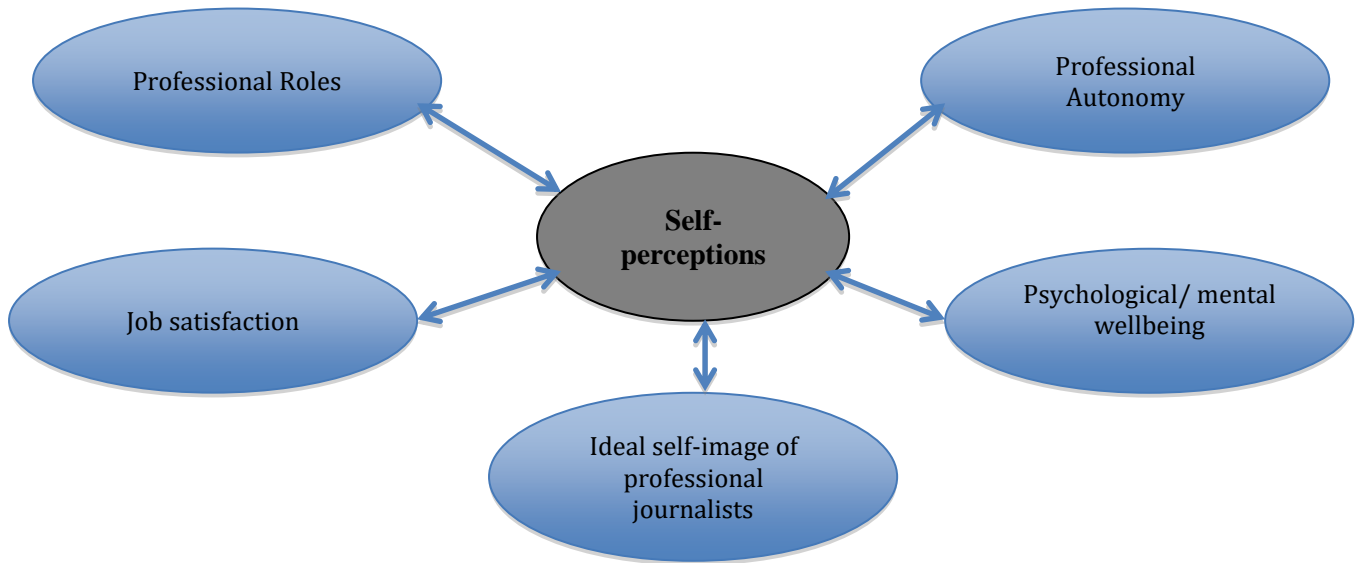
4.3 Dimensions of Measuring Self-Perception of Journalists towards their Professional Identity:

According to the previous literature, this study aims at exploring the self-perceptions of Egyptian journalists about their professional identification. Analyzing this area for a journalist could be understandable at two main levels: the cognitive (e.g., how they interpret news events), and the evaluative (how they see what they have to do) to provide different perspectives about the journalistic culture (Mellado et al., 2016). Accordingly, this study examines the following dimensions adequately:

- A. The professional roles*
- B. The status of professional autonomy*
- C. The degree of job satisfaction*
- D. The status of psychological/mental wellbeing*
- E. The ideal self-image of the professional journalist*

Based on the previously mentioned studies about journalism as an occupation besides different professions, the researcher drew the following categorized theme to obtain the required data regarding the work identity of journalists.

Conceptual Model



4.4 Research Questions and Hypotheses:

This literature review leads us to the next research questions:

R.Q. 1: Which professional roles do Egyptian journalists working in private newspapers play when asked about the functions they perform on a daily basis?

R.Q. 2: To what extent do Egyptian journalists working in private newspapers exercise their sense of professional autonomy?

R.Q. 3: What are the factors that influence the journalistic work done by Egyptian journalists working in private newspapers?

R.Q. 4: To what degree do Egyptian journalists working in private newspapers enjoy job satisfaction?

R.Q. 5: What is the status of the psychological/ mental wellbeing of Egyptian journalists working in private newspapers?

R.Q. 6: What are the factors that shape the ideal self-image of the professional journalist in the point view of Egyptian journalists working in private newspapers?

R.Q. 7: What are the self-perceptions of Egyptian journalists working in private newspapers towards their job identity?

R.Q. 8: What are the opinions of Egyptian journalists working in private newspaper towards enhancing the self-image of journalism as a career?

The hypotheses of the study are:

- **H1:** Professional roles of Egyptian journalists working in daily private newspapers are associated with self-perceptions of journalists towards their job.
- **H2a:** Levels of perceived professional autonomy among Egyptian journalists working in daily private newspapers are positively associated with self-perceptions of journalists towards their job.

- **H2b:** Levels of influences on professional autonomy in daily private newspapers are associated with self-perceptions of journalists towards their job.
- **H3:** Status of job satisfaction among Egyptian journalists working in daily private newspapers are associated with self-perceptions of journalists towards their job.
- **H4:** Status of psychological/mental health of Egyptian journalists working in daily private newspapers are associated with self-perceptions of journalists towards their job.
- **H5:** The ideal self-images of the professional journalists among Egyptian journalists working in daily private newspapers are associated with self-perceptions of journalists towards their job.

Chapter Five

Methodology

A quantitative study was developed in this research to allow an intensive analysis of subjective attitudes, needs, and perceptions. The method of collecting data required in the study was distributing surveys as an effective tool to explore factors influencing journalists' self-perceptions through self-administered questionnaires translated from English to Arabic.

One of the most effective approaches to measure the relation between journalistic roles-perceptions and perceived role practices is collecting survey data (Mellado et al., 2016). If we want to measure perceptions of journalism as a job, which involves a series of activities, decisions and values, the first thing that should be done is to ask journalists themselves.

This study attempted to investigate a number of dimensions inside the mind of the Egyptian journalist. The study approached journalists working in the four top private printed newspapers in Egypt using the quantitative method of surveys. The quantitative approach is used specifically in this study to offer a chance of obtaining a more realistic feel of self-perception among journalists towards their job. A survey is considered to be the frequent mode of observation in the field of social science research (Babbie, 2008).

Widely common in journalism studies, surveys come in second place of the most quantitative method that is largely used to understand journalistic role performance and role perceptions after executing these roles (Mellado et al., 2016).]

5.1 Design of the Study:

To better understand the subjective experiences of journalists, the researcher developed a model that allows the questionnaire to answer research questions and to test hypotheses of the study. This model examines the self-perception of journalists towards their job identity through exploring their opinions towards five main indicators, including: professional roles, degree of professional autonomy plus influences on this autonomy, level of job satisfaction, status of psychological/mental wellbeing, and finally their opinion of what constitutes the ideal self-image of the professional journalist.

Under each dimension, the survey explored the journalists' opinions by answering the statements mentioned under specific factors extracted from the previous studies.

The broader lines of the questions are about what journalists do, how they measure their independence inside newsrooms, how they rate their satisfaction at work, how they maintain a positive psychological state of mind, and how one as a journalist establishes the professional standards and norms of journalism as a career.

The survey gave an opportunity for respondents to express their opinions about journalism as a profession in Egypt and their self-perception about it through an open-ended question that allowed them to write their thoughts in their own words, which would be analyzed and mentioned in a separate chapter.

Before administering the survey, a pretest was processed with 10 journalists to ensure that the questionnaire was designed in the most comprehensive and comprehensible way with no errors or misunderstandings. Journalists who participated in the pretest were excluded from the total number of surveys collected.

Some will object to the idea of asking Egyptian journalists a set of questions that were originally designed for their western counterparts, and extracted from the

literature reviewed. These are legitimate concerns, but the only justification for applying western values to examine the status of Egyptian journalists is the globalization of media.

At the moment, is necessary admit that limits and borders between what is labeled as “local” and “foreign” in conceptions of the press is blurring by time, hence, the study tried to be coherent and realistic given the journalistic context worldwide.

5.2 Defining the Universe:

Before administering the survey, it was necessary to decide which universe the sample will be drawn from. The main target of the study was the editorial staff working in the daily private newspapers in Egypt.

Why the private newspapers? The researcher justified the selection of private newspapers as the main scope of the study because it is widely known that these papers are enjoying a set of privileges inside their work environment as compared to their counterparts in the state-run newspapers and this assumption needs to be tested.

Given the recent storm of staff reduction and convergence that has hit newsrooms of private newspapers in Egypt, the researcher was eager to examine the status of the remaining journalists after the recent downsizing.

The selection of the private newspapers was based on the circulation numbers of these newspapers in the Egyptian market. Due to lack of access to the official statistics of newspapers' circulation, the researcher had contacted a well-known official source in the printing and circulation industry who reached the semi-official numbers of newspapers sold and turnovers. The resource indicated that the daily circulation of all newspapers across Egypt ranged from 330.000 to 350.000 copies in September 2018.

He confirmed that the state-run newspapers *Al-Ahram* and *Al-Akhbar* besides *Al-Masry Al-Youm* share about 75% of the total amount of circulation.

According to him, *Al-Masry Al-Youm* prints 100.000 daily while selling only from 75.000 to 80.000, followed by *Al-Watan* which prints 30.000 copies and circulates only 20.000, then *Al-Youm7* that prints 30.000 and distributes between 15.000 to 20.000 daily, and then *Al-Shorouk* which usually prints 8.000 and sells about 3.000 to 4.000 copies only daily.

Regarding the selection of journalists in the aforementioned newspapers recruited to answer the survey, an official resource inside the Syndicate of Journalists has provided the researcher with the latest list of journalists who have an active affiliation with the Syndicate and work in the private newspapers in Egypt. The numbers indicated that *Al-Youm7* had around 300 assigned journalists, followed by *Al-Masry Al-Youm* with 280 journalists, then *Al-Shorouk* with 170 journalists, then *Al-Watan* with 130 journalists. The total number was 880 journalists working in the private newspapers under study only. The study targeted journalists working in different ranks inside the media organization: correspondents, reporters, editors, heads or chiefs, and editorial chiefs.

Ultimately, the “journalist” in the context of the study must be: a full-time employee working in a daily private newspaper with an active official affiliation to the Syndicate of Journalists.

5.3 Sample Frame:

To meet the required criteria of respondents needed to answer the survey, the study implemented a non-probability sampling of the purposive technique to reach Egyptian journalists working in the top four private newspapers in Egypt, alphabetically ordered: *Al-Masry Al-Youm*, *Al-Shorouk*, *Al-Watan*, and *Al-Youm7*.

The researcher went on field to collect the survey inside the newsroom of each media outlet, after getting an approval from the Human Resources department at each journalistic organization under study.

Purposive samples are widely used inside the field of mass media studies when scholars are concerned about respondents with specific and known criteria (Wimmer and Dominick, 2014). Moreover, the technique of survey research is the most suitable method to collect data from a targeted audience, especially if the universe is too large to observe (Babbie, 2008).

5.4 Approval of Ethics:

The Institutional Review Board (IRB) of the American University of Cairo has approved all components of this study under Protocol Number 096/2009.

To insure confidentiality of responses, the participants signed an informed consent, which clarified the general purpose of the study (e.g., the journalists' self-perception) as well as the time required to complete the questionnaire (e.g., 10 minutes) in order to obtain their acceptance to fill out the survey while at work.

After inviting the journalists to participate in the survey, the researcher advised them to read the introductory section of the questionnaire, which informed them of their rights in the study and the confidentiality of the information they would provide.

The researcher has their consent to participate knowing that no incentives/benefits would be offered to voluntary participants. The consent clarified that the participants have the ultimate right to withdraw or refuse to answer without any penalty.

5.5 Measures of Variables:

The dependent variable in the study was the self-perceptions of journalists towards their job, while the dependent variables were: professional roles,

professional autonomy plus influences on professional autonomy, job satisfaction, status of psychological/mental wellbeing and the ideal self-image of the professional journalist.

5.6 Operationalization of Terms and Variables:

In the context of this study, there are a number of terms and concepts that need to be operationally defined, taking into consideration that most of these terms were operationalized and measured depending on different contexts of various countries.

Doing a replication of the same variables would be beneficial in studying the Egyptian situation, bearing in mind that some of these studies were partially conducted in Egypt.

5.6.1 Self-perception: The concept of self-perception in the current study is defined in terms of evaluating the work identity in light of the subjects' attitudes and behaviors. The self-perception here refers to the feeling of pride while performing the journalistic practices and activities, besides, this pride being a reason for journalists to encourage their children to enroll in this career.

Thus, the self-perception will be evaluated through determining the journalists' level of agreement/disagreement towards two main statements: "I'm proud of my job as a journalist", and "I'd strongly encourage my children to be a journalist like me".

5.6.2 Professional Roles: Journalists are expected to carry out a set of roles inside their organizations in order to serve their society. The professional role in this study refers to the roles that journalists perform while processing the

daily work. Their roles are defined in the study such as the professional conceptions of role orientations mentioned by Hanitzsch et al., (2011), as follows: populist disseminators, detached watchdogs, critical change agents, and opportunist facilitators. These four roles are ramifying into twelve dimensions in order to measure each role adequately.

5.6.3 Professional Autonomy: One of the main challenges journalists face across the globe is their freedom, whether inside their communities or inside the institutions where they work. This variable is devoted to examining the degree of freedom given to journalists inside the newsrooms. This freedom is measured through investigating if they have any control over the work they do or not. In addition, it is better to assess the extent of influences on this autonomy played by several factors, such as: political influences, economic influences, procedural influences, organizational influences, professional influences and reference group influences.

5.6.4 Job Satisfaction: Every job has its own scale of satisfaction. In journalism, satisfaction should be measured through multiple factors surrounding the atmosphere that journalists work within. This study will judge the degree of job satisfaction through rating the level of agreement regarding the following: the type of daily work for which they are responsible, the organization of work, working conditions/ working environment, salary, remuneration, promotion, and the relationship with superiors and colleagues.

5.6.5 Psychological/Mental Wellbeing: Evaluating the state of psychological/ mental health of journalists under study will be measured similarly like Masse's scale. To assess the psychological/mental status of journalists, 10 concepts will be analyzed to obtain an accurate picture of the

psychological position.

The concepts are: self-depreciation, irritability, anxiety/depression, social disengagement, control of self and events, happiness, social involvement, self-esteem”, mental balance, and sociability.

5.6.6 The Ideal Self-image of the Professional Journalist: Aside from evaluating their own identities inside work, journalists should have an opinion towards what constitutes the ideal self-image of the professional journalist. The ideal self-image refers to what they aim for in their career, and what factors to consider when labeling any individual journalist as a professional one. This ideal self-image is defined by categorizing 14 items to choose what it is necessary to reach this self-image from their points of view.

5.7 Questionnaire Design:

The questionnaire attempted to answer the previous variables as follows:

5.7.1 Professional Roles that Journalists Perform while Working:

The question in this section is based on a cross-national questionnaire developed by Hanitzsch et al. (2011) which had been carried out in 18 countries from 2007 to 2009 in order to understand the institutional role conceptions among 1800 journalists, including Egypt. The questions in this survey have been used successfully in other studies to analyze journalistic roles around the world (e.g., Van Dalen, de Vreese &Albaek, 2012).

The professional roles of Egyptian journalists working in the private newspapers were measured by asking respondents this question: “the following list describes some of the professional roles of news industry; what are the roles most played during your day-to-day job?” Participants were provided with 12 professional roles inside their institutions, which were:

“to provide citizens with the information to make political decisions”, “to be an absolutely detached observer”, “to act as watchdog of the government”, “to provide the audience with the information that is most interesting”, “to motivate people to participate in civic activity and political discussion”, “to act as watchdog of business elites”, “to concentrate mainly on news that will attract the widest possible audience”, “to advocate for social change”, “to influence public opinion”, “to set the political agenda”, “to support official policies to bring about prosperity and development”, and “to convey a positive image of political and business leadership”. In the current study, respondents were asked to select all roles that apply to them.

5.7.2 Predictors of Journalists' Perceived Professional Autonomy:

The survey asked journalists if they have the right to propose what stories to cover or are just being told what to do and how. Professional autonomy is measured similarly in the Ugandan journalists' survey by Mwesige (2004). The respondents had to identify their level of agreements towards these two statements: “I have a lot of control over the work that I do”, and “I am allowed to take part in decisions that affect my work”. The journalists were asked to indicate, on a likert-type scale, the extent to which they agree or disagree to these statements by evaluating them from “strongly agree” to “strongly disagree”.

The survey also attempted to reveal the relevant domains of perceived influences on professional autonomy based on the extensive literature review outlined above. The survey showed a list of potential sources of influence consisting of multiple indicators, and their validity for comparative research has been demonstrated in a previous study (Hanitzsch et al., 2010).

The six distinct domains of perceived influences are: political influences (e.g., government, politicians, censorship), economic influences (e.g., profit expectations, advertising, market pressures and audience research), organizational influences (e.g., ownership, management, editorial decision making), procedural influences (e.g., news routines, deadlines, editorial resources), professional influences (e.g., professional conventions, newsroom policies, media laws), and reference groups' influences (e.g., competitors, colleagues in other media, audiences, friends and family).

The survey asked participants to indicate the level of influence of these multiple factors on a likert-type scale from “extremely influential” to “not influential at all”.

Although these are considered as “external factors” of influence on the journalistic work, the researcher decided not to focus on the personal predispositions of respondents because that is not what the questionnaire was tailored to measure according to the aim of the study.

More important than the methodological reasoning at this point is the theoretical reasoning, because autonomy, as a social phenomenon, is more or less a subjective construct that exists in relativistic terms in the first place (Reich & Hanitzsch, 2013).

5.7.3 The Degree of Job Satisfaction Inside Work:

Cross (1973) constructed a well-established scale that has proven to be statically a concrete instrument for measuring job satisfaction. He labeled this scale as the Work Opinion Survey (WOS), which intends to measure the following factors: type of daily work for which they are responsible, organization of work, pay, promotion, relationship with superior and the relationships with colleagues. An instrument like the WOS is considered to be

less vulnerable to social desirability bias than most global measures (Cross, 1973).

The reliability of these subscales is confirmed as clearly adequate after being calculated using the Kuder-Richardson formula. Cross (1973) reported that the face validity of this scale is quite high supported by the evidence of not facing any difficulty by respondents. The researcher added two more items to measure: working conditions (environment) and remuneration (bonus and rewards).

5.7.4 Examining Status of Psychological/Mental Wellbeing:

To enjoy good mental health, means to maintain a healthy psychological state. The researcher used the Psychosocial Risks Scale (PRS) developed by Raymond Messe et al. in the Department of Health and Work Psychology of the Nofer Institute of Occupational Medicine in Poland. The questionnaire asked the participants to rate the following statements in order to describe their psychological/mental status at work: “I had the impression that I had messed up my life” and “I belittle myself, I put myself down” to measure self-depreciation, “I’m aggressive about everything and nothing” and “I’m arrogant and even rude towards others” to measure irritability, “I feel sad” and “I feel preoccupied and uneasy” to measure anxiety and depression, “I feel that I wasn’t interested anymore in things that I normally found interesting” and “I don’t feel like doing anything” to measure social disengagement, “I’m able to face difficult situations in a positive way” and “I’m able to find answers to my problems without trouble” to measure control of self and events, “I had the impression of really enjoying and living live the fullest” and “I find life exciting and I want to enjoy every moment of it” to measure happiness, “I have goals and ambitions” and “I’m curious

and interested in all sorts of things” to measure social involvement, “I have self-confidence” and “I feel satisfied with what I’m able to accomplish. I feel proud of myself” to measure self-esteem, “I live at a normal pace, not doing anything excessively” and “My life is balanced between my work and family” to measure mental balance, and finally “I smile easily” and “I have good sense of humor making my friends laugh easily” to measure sociability.

5.7.5 Measuring the Ideal Self-Image of the Professional Journalist:

In this category, the researcher aimed at assessing the criteria of forming the professional self-image of journalists depending on their own judgments. From the aforementioned studies, Jaromír Volek and Jan Jiráček (2007) utilized a set of attributes that assess the ideal self-image of the professional journalists in the Czech Republic.

The researcher asked participants to select all that applies to forming this ideal self-image. The attributes used in identifying the professional journalist are: ability to convey information to others easily, detect problems and publicize them, help people, be amongst the first who know what is going on, promote certain values and ideals, appear in public, influence political decisions, influence the public, perform financial assessment, establish contacts and sources, enjoy unlimited freedom from superiors, secure employment, prospect for career growth and social recognition.

5.7.6 Self-Perception of Journalists towards their Job:

On a likert-type scale from “strongly agree” to “strongly disagree”, the questionnaire included three statements to measure the level of agreement by respondents. The statements are “I’m proud of my job as a journalist” and “I’d strongly encourage my children to be a journalist like me.

5.7.7 Enhancing Journalism as a Career:

To explore answers beyond the MCQs or scales and to hear from the journalists in their own words, the researcher ended the questionnaire with an open-ended question regarding their points of view about which factors would help in enhancing the self-image of journalists. The question was “In your own words, please explain what Egyptian journalists need to do to enhance their self-image of journalism as a career?”

5.7.8 Demographics of Journalists Who Participated:

The researcher asked participants to specify their gender (male or female), their job title or editorial rank (reporter, editor, senior editor, department head, editorial manager, editor-in-chief or other to mention), the number of years of professional experience in the journalism (less than 1 year, 1 to 3 years, 3 to 5 years, 5 to 7 years, 7 to 10 years, or more than 10 years), their age (20 to 25 years, 26 to 35 years, 36 to 45 years, 46 to 65 years, or above 65 years old), and their educational background (diploma degree, bachelor’s degree, master’s degree, or doctorate degree).

5.8 Procedure for Data Collection:

The population under study was 214 journalists. This group contained reporters, editors, senior editors, department heads, editorial managers, and desk editors who participated in this study by answering a printed questionnaire. The data was collected from October 2018 to December 2018 after getting the official approval from both the Central Agency of Public Mobilization and Statistics (CAPMAS) and the Institutional Review Board (IRB) in the American University of Cairo.

Recruitment was through the Human Resources Departments of each media organization after obtaining an official letter from the University allowing the collection of the data.

The researcher went on field to collect the surveys from the newsroom of each media outlet, after getting an approval from the Human Resources Department at each journalistic organization under study. The researcher had access to all the departments inside the private newspapers under study to collect the surveys. In parallel, the researcher asked the Human Resources representative, who was present while the questionnaires were being handed out, to target journalists who work as full-time employees with contracts and have active membership in the Syndicate of Journalists.

Participants were given around 15-30 minutes to finish the questionnaire during working hours, taking into consideration that the survey takes only 10 minutes to answer. The researcher spent around 2-4 hours at each newspaper to collect the targeted number of surveys.

Chapter Six

Results and Findings

The results are the outcome of the survey collected by a purposive sample technique of journalists working in daily private newspapers; namely, *Al-Masry Al-Youm*, *Al-Shorouk*, *Al-Watan*, and *Al-Youm*⁷. The sample size of the study was 224, and ten respondents were discarded from the data analysis because their surveys had missing responses. The final sample size was 214 respondents.

The data collected from respondents were analyzed using the quantitative software program Statistical Package for Social Sciences (SPSS) version 24. The analysis was executed according to an adequate structure that suits the objectives of the study.

The following presented data is shown via pie charts and frequency tables, accompanied by mean scores along with standard deviations. A number of tests have been applied to examine associations (using Regression Analysis and Chi-square tests), and significance levels (using t- tests), in addition to the Cronbach's Alpha scores to test the reliability of variables under study.

6.1 Basic Parameters of the Sample:

The total population of the study was 214 respondents, including 134 males (63%) and 80 females (37%). Table 1 and Figure 1 explain the percentage and frequencies of the gender across the study.

Table (1): Gender of Journalists

Gender	Frequency	Percent
Male	134	63 %
Female	80	37 %

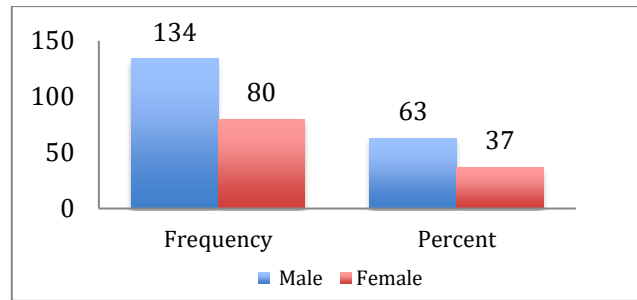


Figure (1): Gender of Journalists

In respect to the age grouping of the respondents, the highest number of respondents ranged from 26 to 35 years old (N= 130), whereas only 3 were above 65 years old. Table 2 and Figure 2 explain the data according to age.

Table (2): Ages of Journalists

Age	Frequency	Percent
20 to 25	30	14.1 %
26 to 35	130	61 %
36 to 45	42	19.7 %
46 to 65	8	3.8 %
Above 65	3	1.4 %

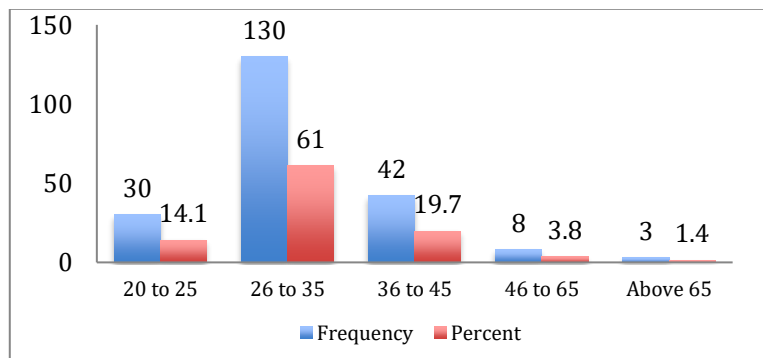


Figure (2): Ages of Journalists

Regarding the editorial ranks, it varied from high to low. Table 3 shows the differentiation among the population of the study and Figure 3 explains the frequency of each rank inside the sample.

In the section of “Other”, there were 4 deputy heads of departments, 3 as assistants to the editor-in-chief, 3 desk editors and 2 executive editors-in-chief.

Table (3): Editorial Ranks of Journalists

Rank	Frequency	Percent
Reporter	14	6.7 %
Editor	91	43.8 %
Senior Editor	35	16.8 %
Department head	39	18.8 %
Editorial Manager	13	6.3 %
Editor-in-chief	1	0.5 %
Secretary Editor	3	1.4 %
Deputy Head	4	1.9 %
Assistant of editor-in-chief	3	1.4 %
Executive editor-in-chief	2	1 %
Desk Editor	3	1.4 %

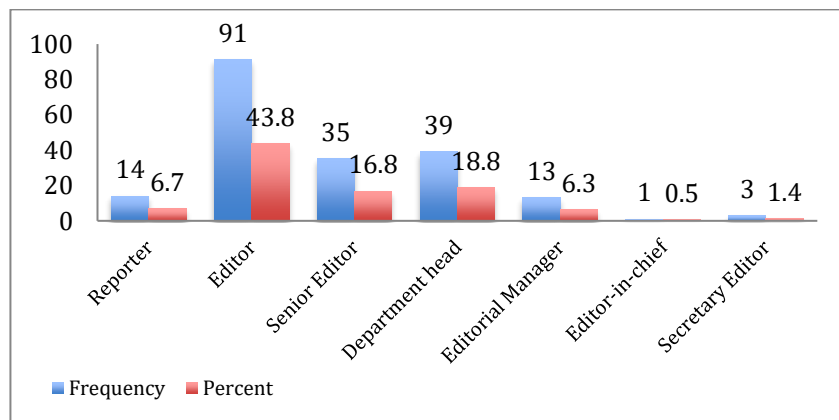
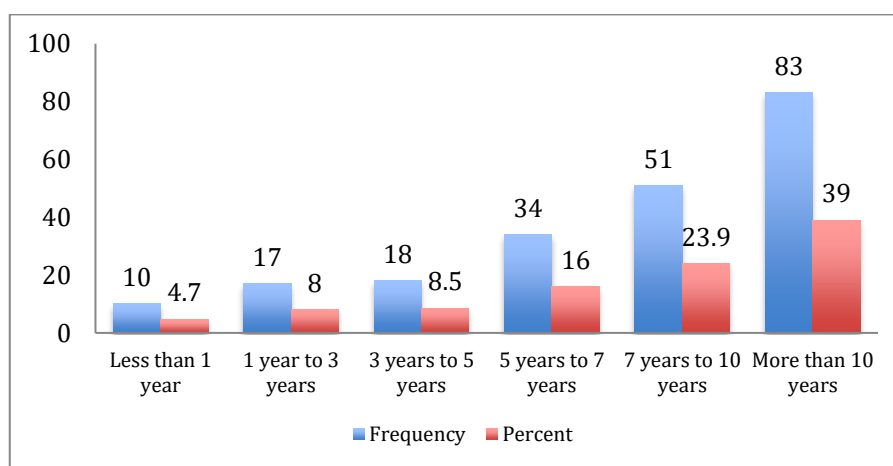


Figure (3): Editorial Ranks of Journalists

Regarding the years of professional experience in journalism, the majority of respondents have experience for more than 10 years, while 10 only who had less than a year in the field of journalism. Table 4 and Figure 4 refer to the frequency and percentage of years of experience in the journalistic field.

Table (4): Years of Experience of Journalists

Experience	Frequency	Percent
Less than 1 year	10	4.7 %
1 year to 3 years	17	8 %
3 years to 5 years	18	8.5 %
5 years to 7 years	34	16 %
7 years to 10 years	51	23.9 %
More than 10 years	83	39 %

**Figure (4): Years of Experience of Journalists**

Concerning the educational background of the participants, the majority of participants (192) had a Bachelor's degree, while only one participant pursued a Master's degree, and another one mentioned that he had a "Post-secondary personal rehabilitation". Table 5 and Figure 5 show the educational background of the sample.

Table (5): Educational Background of Journalists

Degree	Frequency	Percent
Diploma degree	3	1.4 %
Bachelor's degree	192	91.4 %
Advanced Diploma	13	6.2 %
Master's degree	1	0.5 %
Other	1	0.5 %

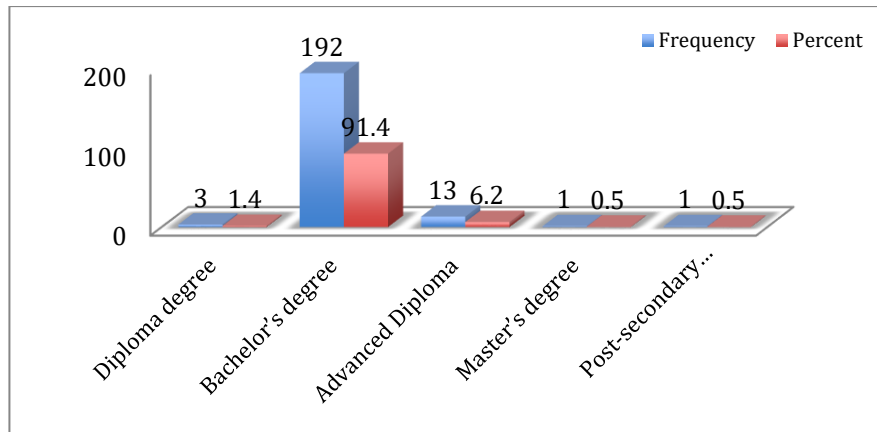


Figure (5): Educational Background of Journalists

6.2 Descriptive Statistics for all Variables of Research:

The following sections will explain in detail the frequencies of answers regarding each question, in addition to the mean score of each indicator that had been structured to measure the dependent variable and independent variables of the study.

6.2.1 Professional Roles Played by Egyptian Journalists Working at Private Newspapers:

Participants were asked to select all the roles that apply to their mostly performed functions at work. The collected data revealed that the most selected role was “to provide the audience with the information that is most interesting”, which has been chosen by 64.4% (N=138) journalists under the study, while the least selected role was “to set the political agenda”, which had been picked up by only 18 journalists.

Table 6 shows the frequencies of each role that had been chosen by participants. The table is organized from the most selected role to the least selected one.

Table (6): Descending Order of Professional Roles as Selected by Journalists

Roles	N
To provide the audience with the information that is most interesting	138
To concentrate mainly on news that will attract the widest possible audience	109
To be an absolutely detached observer	94
To provide citizens with the information to make political decisions	82
To act as watchdog of the government	71
To advocate for social change	55
To support official policies to bring about prosperity and development	54
To influence public opinion	48
To motivate people to participate in civic activity and political discussion	43
To convey a positive image of political and business leadership	31
To act as watchdog of business elites	21
To set the political agenda	18

6.2.2 Status of Professional Autonomy at Work:

Respondents were asked to rate two statements regarding the professional autonomy at newsrooms. The first statement “I have a lot of control over the work that I do” was mostly rated as “agree” by 99 journalists. Table 7 highlights the frequencies of each point on the scale of measurement, while 1 means “strongly disagree” and 5 means “strongly agree”. Figure 6 shows the highest rating of the statement, while the mean score of participants was on average 3.83 (SD = 0.925).

Table (7): Professional Autonomy at Work (A)

	Frequency	Percent	Mean	SD
Strongly Disagree	4	1.9 %	3.83	.925
Disagree	14	6.6 %		
Neutral	46	21.7 %		
Agree	99	46.7 %		
Strongly Agree	49	23.1 %		

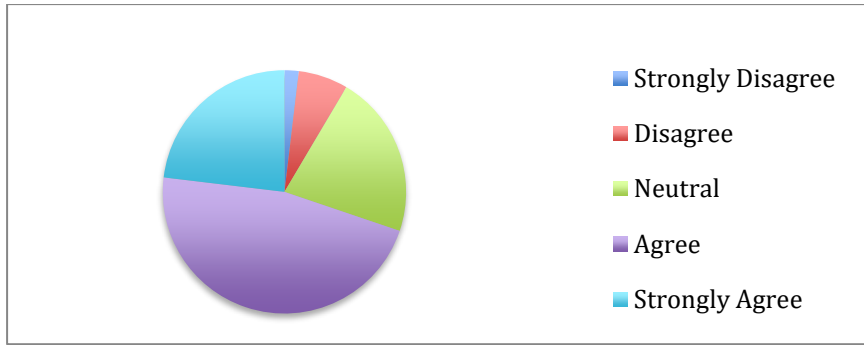


Figure (6): Professional Autonomy At Work (A)

Nearly half of the respondents (N=100) have chosen to “agree” with the second statement: “I’m allowed to take part in decisions that affect my work”. Table 8 and Figure 7 show the frequencies of answers of the statement. The mean score of this statement was on average 3.77 (SD= 1.002).

Table (8): Professional Autonomy At Work (B)

	Frequency	Percent	Mean	SD
Strongly Disagree	9	4.2 %	3.77	1.002
Disagree	13	6.1 %		
Neutral	43	20.3 %		
Agree	100	47.2 %		
Strongly Agree	47	22.2 %		

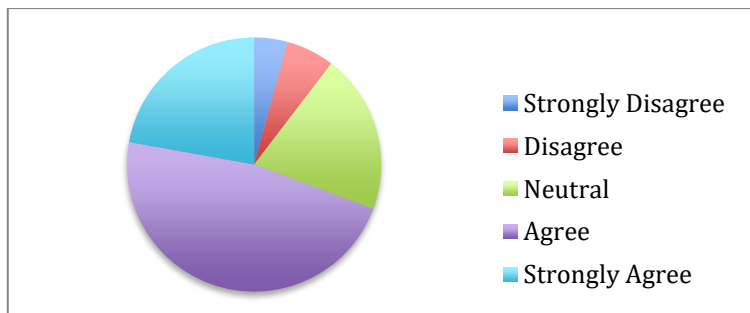


Figure (7): Professional Autonomy At Work (B)

6.2.3 Influences on Professional Autonomy:

Regarding the factors that influence the daily work of journalists, 88 journalists estimated the political influences (e.g., government, politicians and censorship) to be “extremely influential”. The following Tables 9, 10, 11, 12, 13 and 14 explain the frequencies, percentages, mean scores, and values of standard deviations of each item.

Table (9): Political Influences on Professional Autonomy

	Frequency	Percent	Mean	SD
Not influential at all	3	1.4 %	3.98	1.038
Little influential	13	6.2 %		
Somewhat influential	57	27.3 %		
Very influential	48	23.0 %		
Extremely influential	88	42.1 %		

Table (10): Economic Influences on Professional Autonomy

	Frequency	Percent	Mean	SD
Not influential at all	11	5.3 %	3.78	1.160
Little influential	18	8.6 %		
Somewhat influential	48	23.0 %		
Very influential	61	29.2 %		
Extremely influential	71	34.0 %		

Table (11): Organizational Influences on Professional Autonomy

	Frequency	Percent	Mean	SD
Not influential at all	6	2.9%	3.78	1.160
Little influential	22	10.5%		
Somewhat influential	67	32.1%		
Very influential	53	25.4%		
Extremely influential	61	29.2%		

Table (12): Procedural Influences on Professional Autonomy

	Frequency	Percent	Mean	SD
Not influential at all	1	0.5%	3.73	.922
Little influential	16	7.6%		
Somewhat influential	71	33.8 %		
Very influential	73	34.8%		
Extremely influential	49	23.3%		

Table (13): Professional Influences on Professional Autonomy

	Frequency	Percent	Mean	SD
Not influential at all	5	2.4%	3.77	.935
Little influential	9	4.3%		
Somewhat influential	63	30.3%		
Very influential	83	39.9%		
Extremely influential	48	23.1%		

Table (14): Reference Groups Influences on Professional Autonomy

	Frequency	Percent	Mean	SD
Not influential at all	11	5.3%	3.37	1.102
Little influential	32	15.5%		
Somewhat influential	70	33.8%		
Very influential	58	28.0%		
Extremely influential	36	17.4%		

6.2.4 Degree of Job Satisfaction:

Respondents of the study were required to indicate their level of satisfaction of their job in regard to several items. The following tables explain the frequencies, percentages, mean scores, and values of standard deviations of each item.

Table (15): The Type of Daily Responsible Work

	Frequency	Percent	Mean	SD
Very Dissatisfied	3	1.4%	3.97	.893
Dissatisfied	11	5.2%		
Neutral	36	17.1%		
Satisfied	100	47.6%		
Very Satisfied	60	28.6%		

Table (16): The Organization of Work

	Frequency	Percent	Mean	SD
Very Dissatisfied	4	1.9%	3.79	1.011
Dissatisfied	21	10.1%		
Neutral	45	21.7%		
Satisfied	82	39.6%		
Very Satisfied	55	26.6%		

Table (17): Work Conditions

	Frequency	Percent	Mean	SD
Very Dissatisfied	10	4.7%	3.29	1.116
Dissatisfied	47	22.3%		
Neutral	58	27.5%		
Satisfied	64	30.3%		
Very Satisfied	32	15.2%		

Table (18): Salary

	Frequency	Percent	Mean	SD
Very Dissatisfied	49	23.2%	2.43	1.138
Dissatisfied	74	35.1%		
Neutral	45	21.3%		
Satisfied	34	16.1%		
Very Satisfied	9	4.3%		

Table (19): Remuneration

	Frequency	Percent	Mean	SD
Very Dissatisfied	67	32.4%	2.16	1.098
Dissatisfied	75	36.2%		
Neutral	36	17.4%		
Satisfied	22	10.6%		
Very Satisfied	7	3.4%		

Table (20): Promotion

	Frequency	Percent	Mean	SD
Very Dissatisfied	41	19.8%	2.69	1.196
Dissatisfied	52	25.1%		
Neutral	60	29.0%		
Satisfied	39	18.8%		
Very Satisfied	15	7.2%		

The last two items, Tables 21 & 22, are related to the relationships at work. First is “the relationship with superiors” that was graded by 80 journalists as “satisfied” and the second item is “the relationship with colleagues” that was ranked by 99 respondents as “very satisfied”.

Table (21): Relationship with Superior

	Frequency	Percent	Mean	SD
Very Dissatisfied	7	3.3%	4.01	1.002
Dissatisfied	8	3.8%		
Neutral	38	18.0%		
Satisfied	80	37.9%		
Very Satisfied	78	37.0%		

Table (22): Relationship with Colleagues

	Frequency	Percent	Mean	SD
Very Dissatisfied	0	0	4.30	.779
Dissatisfied	7	3.3%		
Neutral	21	9.9%		
Satisfied	86	40.4%		
Very Satisfied	99	46.5%		

6.2.5 Psychological/Mental Wellbeing at Work:

Twenty statements had been assessed by the journalists under study to measure the status of their psychological/mental wellbeing. Table 23 clarifies the mean scores of each statement that had been measured by participants (on a likert-type scale from 1 to 5 while 1 means ‘strongly disagree’ and 5 means ‘strongly agree’) to determine their psychological/mental health statues.

Table (23): Mean Scores of Statements Measuring Psychological/Mental Health Scale

Statements	Mean	SD
I had the impression that I had messed up my life	3.44	1.27
I belittle myself, I put myself down	4.25	0.85
I’m aggressive about everything and nothing	4.32	0.814
I’m arrogant and even rude towards others	4.6	0.627
I feel sad	3.29	1.279
I feel preoccupied and uneasy	2.96	1.287
I feel that I wasn’t interested anymore in things that I normally found interesting	2.79	1.245
I don’t feel like doing anything	3.57	1.167
I’m able to face difficult situations in a positive way	3.91	0.887
I’m able to find answers to my problems without trouble	3.88	0.832
I had the impression of really enjoying and living life the fullest	2.98	1.128
I found life exciting and I want to enjoy every moment of it	3.6	1.07
I had goals and ambitions	4.39	0.87

I'm curious and interested in all sorts of things	3.61	1.153
I have self-confidence	4.29	0.733
I feel satisfied with what I'm able to accomplish. I feel proud of myself	4.02	0.867
I live at a normal pace, not doing anything excessively	3.48	1.008
My life is balanced between my work and family	3	1.2
I smile easily	3.73	0.976
I have good sense of humor making my friends laugh easily	3.98	1.042

6.2.6 Ideal Self-image of the Professional Journalist:

Determining the ideal image of the professional journalist was measured through selecting all the relevant characteristics from 14 items through multiple choices with no limits.

The indicator most selected was the “ability to convey information to others easily”, which was chosen by 171 journalists, while the least selected indicator was “possibility of appearing in public” that had been selected by 48 participants. Table 24 shows a descending order of items from the most selected indicator by participants to the least one.

Table (24): Descending Order Of Items Measuring Ideal Self-Image Of Professional Journalists

Indicators	N
Ability to convey information to others easily	171
Ability to help people	156
Establishing contacts and resources	147
Ability to detect problems and publicize them	129
Ability of being amongst the first who know what is going on	119
Unlimited freedom from superiors	109
Influencing the public	107
Social recognition	96
Promoting certain values and ideals	91
Prospect for career growth	89

Financial assessment	79
Influencing political decisions	77
Secure employment	74
Possibility of appearing in public	48

6.2.7 Self-perception of Journalism as a Career in Egypt:

This part included two statements to be evaluated by participants. The first statement was “I’m proud of my job as a journalist”, and the second statement was “I’d encourage my children to be a journalist like me”.

The following Tables 25 & 26 and Figures 8 & 9 refer to the degree of agreement/disagreement towards the previous statements, in addition to the values of mean score and standard deviation of each of them.

Table (25): Evaluating “I’m proud of my job as a journalist”

	Frequency	Percent	Mean	SD
Strongly Disagree	2	0.9%	3.98	1.042
Disagree	5	2.4%		
Neutral	18	8.5%		
Agree	87	41.2%		
Strongly Agree	99	46.9%		

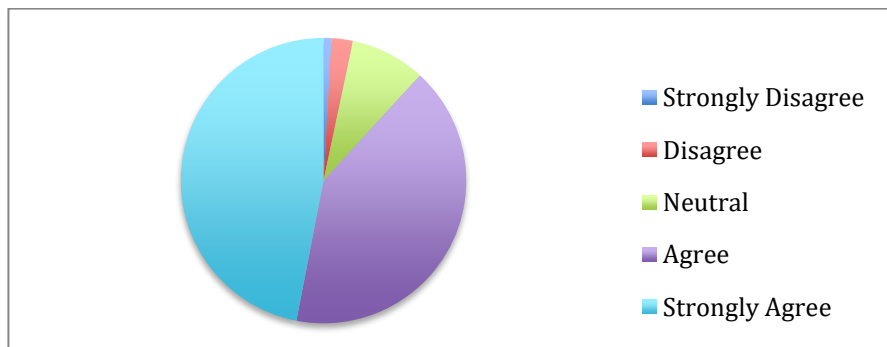
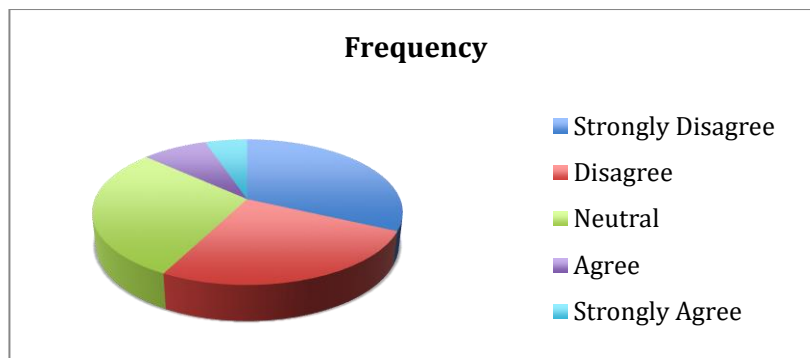


Figure (8): Evaluation of “I’m proud of my job as a journalist”

Table (26): Evaluating “I’d encourage my children to be a journalist like me”

	Frequency	Percent	Mean	SD
Strongly Disagree	67	31.9%	2.29	1.152
Disagree	54	25.7%		
Neutral	61	29.0%		
Agree	17	8.1%		
Strongly Agree	11	5.2%		

**Figure (9): Evaluation of “I’d encourage my children to be a journalist like me”**

6.3 Reliability:

According to Wimmer and Dominick (2014), a preliminary test be run to ensure the reliability and validity of any used scale. When can we say that a measurement is reliable? If it consistently gives the same answer whenever it is tested.

Reliable measurements mean it can detect relationships among variables under study. To estimate the internal consistency of a measurement, it is required to use the Cronbach's Alpha test to obtain the scale reliability.

Multiple indicators were joined into an averaged index to measure some independent variables and its correlation to the dependent variable, through the SPSS program. **Index Number One** was professional autonomy, **Index Number Two** was influences on the autonomy, **Index Number Three** was job satisfaction, **Index Number Four** was psychological/mental wellbeing and **Index Number Five** was self-perception, the dependent variable.

On the one hand, the dependent variable (criterion) in this research was self-perception, which was operationalized through determining two indicators: "I'm proud of my job as a journalist" and "I'd strongly encourage my children to be a journalist like me". The value of Cronbach's Alpha is 0.500, which is considered to be quite reliable (Table 27).

Table (27): Testing Reliability of Self-Perception Index

Item Statistics			
Statements	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation
"I'm proud of my job as a journalist"	2.29	1.333	.358
"I'd strongly encourage my children to be a journalist like me"	4.32	.621	.358

On the other hand, four independent variables (predictors) were measured using likert-type scales. These variables play the role of explanatory variables of the only dependent variable in the study.

The first independent variable was the professional autonomy, devoted to examining the degree of freedom given to journalists inside the newsrooms. This freedom is measured through rating the level of agreement towards two main statements: “I have a lot of control over the work that I do” and “I’m allowed to take part in decisions that affect my work”. The Cronbach’s Alpha for this variable was 0.613 which is considered to be reliable (Table 28).

Table (28): Testing Reliability of Professional Autonomy Index

Item Statistics			
Statements	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation
“I have a lot of control over the work that I do”	3.76	1.001	.443
“I am allowed to take part in decisions that affect my work”	3.82	.853	.443

In addition, it is better to assess the extent of influences on this autonomy played by several factors. Thus, the third variable was detecting the possibility of influences from any of these factors: political influences, economic influences, procedural influences, organizational influences, professional influences and reference groups’ influences. The following table explains the item’ statistics for this variable. Taking into consideration that the total Cronbach’s Alpha for this variable is 0.706 which is very reliable (Table 29).

Table (29): Testing Reliability of Influences on Professional Autonomy Index

Item Statistics				
Factors	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Political influences	11.67	11.804	.391	.681
Economic influences	11.47	10.628	.486	.651
Organizational influences	11.34	10.499	.558	.626
Procedural influences	11.42	12.020	.423	.672
Professional influences	11.47	12.291	.379	.684
Reference groups' influences	11.07	11.460	.394	.682

The third independent variable was job satisfaction that would be assessed through rating the level of agreement regarding a number of items. The next table clarifies the item' statistics for this variable. The total Cronbach's Alpha for this independent variable is 0.850 which is very reliable (Table 30).

Table (30): Testing Reliability of Job Satisfaction Index

Item Statistics				
Items	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
The type of daily responsible work	22.69	27.537	.578	.833
The organization of work	22.86	25.422	.725	.815
Work conditions	23.38	24.925	.692	.818
Salary	24.20	25.138	.641	.825
Remuneration (rewards)	24.45	25.326	.657	.823
Promotion	23.96	24.850	.615	.829
Relationship with superior	22.64	28.027	.438	.849
Rel. with colleagues	22.34	30.113	.355	.855

Correspondingly, the forth independent variable was the state of psychological/mental health of journalists, to be graded through twenty statements to assess these items: self-depreciation, irritability, anxiety/depression, social disengagement, control of self and events, happiness, social involvement, self-esteem, mental balance, and sociability. The following table explains the item statistics for this variable, while the total Cronbach's Alpha is 0.879, which is considered very reliable.

Table (31): Testing Reliability on Psychological/Mental Wellbeing

Item Statistics				
Statements	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach Alpha if Item Deleted
"I had the impression that I had messed up my life"	70.68	110.38	.537	.871
"I belittle myself, I put myself down"	69.93	115.973	.497	.873
"I'm aggressive about everything and nothing"	69.87	117.014	.468	.874
"I'm arrogant and even rude towards others"	69.55	123.572	.165	.880
"I feel sad"	70.87	108.545	.609	.868
"I feel preoccupied and uneasy"	71.21	107.363	.654	.866
"I feel that I wasn't interested anymore in things that I normally found interesting"	71.34	109.020	.594	.869
"I don't feel like doing anything"	70.52	110.166	.607	.868
"I'm able to face difficult situations in a positive way"	70.28	113.864	.604	.870
"I'm able to find answers to my problems without trouble"	70.27	114.909	.585	.870
"I had the impression of really enjoying and living life the fullest"	71.18	110.836	.598	.869
"I found life exciting and I want to enjoy every moment of it"	70.59	114.889	.445	.874

"I had goals and ambitions"	69.78	116.014	.493	.873
"I'm curious and interested in all sorts of things"	70.56	119.380	.222	.882
"I have self-confidence"	69.85	118.373	.462	.874
"I feel satisfied with what I'm able to accomplish. I feel proud of myself"	70.12	115.828	.518	.872
"I live at a normal pace, not doing anything excessively"	70.69	116.552	.392	.876
"My life is balanced between my work and family"	71.15	114.264	.408	.876
"I smile easily"	70.42	116.827	.400	.876
I have good sense of humor making my "friends laugh easily"	70.15	116.338	.404	.875

6.4 Statistical Model:

6.4.1 Multiple Regression Process:

Multiple regression analysis is used as a statistical technique to analyze the correlation between a single dependent variable and a number of independent variables that both should be only metric (Hair, Anderson, Tatham & Black, 2013).

Regression analysis is considered to be a straightforward dependence process that helps the researcher with analyzing both prediction and explanation (Hair et al., 2013). Through the regression analysis, each independent variable is weighted to ensure the maximal prediction from the set of independent variables (Hair et al., 2013).

6.4.2 Multiple Regression Equation:

$$Y = B_0 + B_1 V_1 + B_2 V_2 + B_3 V_3 + B_4 V_4$$

Where;

Y = self-perception

B_0 = constant number of

B_1 = change in self-perception associated with unit change in professional autonomy

B_2 = change in self-perception associated with unit change in influences on autonomy

B_3 = change in self-perception associated with unit change in job satisfaction

B_4 = change in self-perception associated with unit change in ideal self-image

V_1 = professional autonomy

V_2 = influences on autonomy

V_3 = job satisfaction

V_4 = psychological/mental wellbeing

So, the final equation of the MR is:

$$Y = 0.527 + 0.193 V_1 - 0.20 V_2 + 0.67 V_3 + 0.506 V_4$$

6.4.3 Decision Process For Multiple Regression Analysis:

According to Hair et al. (2013), there are six stages in the process of regression analysis that have a major impact on the creation, estimation, interpretation and validation of this analysis based on the conceptual model, research questions and hypotheses of the current study.

The first stage is concerned with identifying the objectives of multiple regression (MR) analysis besides the selection of the independent and dependent variables, followed by the second stage of formulating the research design of the MR analysis.

The third stage is related to testing the assumptions for the individual variables, while the fourth stage is involved with estimating the regression model and assessing that the overall model has no influences on the results. Consequently, the fifth stage deals with examining how each independent variable plays its role in predicting the dependent variable by interpreting the regression variate, (?) and the sixth stage is validation of results (Hair et al., 2013).

6.5 Inferential Statistics:

6.5.1 Testing Hypotheses:

The findings excluded from the results were used to test the hypotheses of the study and find if the variables were statistically significant or not with the values of multiple regression analyses.

H1: Professional roles of Egyptian journalists working in daily private newspapers are associated with self-perceptions of journalists towards their job.

This hypothesis was tested using Chi-square test to indicate the relationship between categorical roles and self-perception. Table 32 illustrates the values of significance and chi-square between each role and the self-perception.

Table (32): Chi-Square Test of Professional Roles by Self-Perception

Roles	Test Value	
	Chi-Square	Sig.
To provide citizens with the information to make political decisions	3.656	.455 ^a
To be an absolutely detached observer	4.929	.295 ^a
To act as watchdog of the government	3.543	.471 ^a
To provide the audience with the information that is most interesting	5.007	.287 ^a
To motivate people to participate in civic activity and political discussion	2.112	.715 ^{a,b}
To act as watchdog of business elites	9.104	.059 ^{a,b}

To concentrate mainly on news that will attract the possible audience	1.468	.832 ^a
To advocate for social change	3.133	.536 ^a
To influence public opinion	4.308	.366 ^a
To set the political agenda	2.638	.620 ^{a,b}
To support official policies to bring about prosperity and development	9.245	.055 ^a
To convey a positive image of political and business leadership	9.788	.044 ^{a,b}

From the previous results, it is indicated that the role of “to convey a positive image of political and business leadership” is statistically significant with journalists’ feeling of self-perception at a significance level of (0.044).

It is worth mentioning that the value of significance regarding both roles of “to act as a watchdog for business elites” and “to support official policies to bring about prosperity and development” is nearly significant with the concept of self-perception, but the sample should have been larger than the actual sample frame of the study.

H2a: Levels of perceived professional autonomy among Egyptian journalists working in daily private newspapers are associated with self-perceptions of journalists towards their job.

The hypothesis H2a is supported. The results showed that the professional autonomy is statistically significant with the journalists’ feeling of self-perception regarding their job. The significance value is 0.011.

H2b: Levels of influences on professional autonomy in daily private newspapers are associated with self-perceptions of journalists towards their job.

The hypothesis H1b is rejected. The data showed that the influences on professional autonomy are not statistically significant with the concept of self-perception. The significance value is 0.782.

H3: Status of job satisfaction among Egyptian journalists working in daily private newspapers are associated with self-perceptions of journalists towards their job.

The hypothesis H3 is rejected. The data showed that job satisfaction at work is not statistically significant with the concept of self-perception the significance value is 0.452.

H4: Status of psychological/mental health of Egyptian journalists working in daily private newspapers are associated with self-perceptions of journalists towards their job.

The hypothesis H4 is supported. The data revealed that the status of psychological/mental wellbeing at work is statistically significant with the concept of self-perception the significance value is 0.000, which is considered to be highly significant.

H5: The ideal self-images of the professional journalists among Egyptian journalists working in daily private newspapers are associated with self-perceptions of journalists towards their job.

The hypothesis H5 is rejected. The following Table 33 demonstrates that there is no statistical significance between self-perception and the items mentioned in the ideal self-image of the professional journalist.

Table (33): Chi-Square Test of the Ideal Self-Image by Self-Perception

Items	Test Value	
	Chi-square	Sig.
Ability to convey information to others easily	4.947	.293 ^{a,b}
Ability to detect problems and publicize them	5.973	.201 ^a
Ability to help people	9.247	.055 ^a
Ability of being amongst the first who know what is going on	.657	.957 ^a
Promoting certain values and ideals	6.913	.141 ^a
Possibility of appearing in public	3.875	.423 ^a
Influencing political decisions	.412	.982 ^a
Influencing the public	1.987	.738 ^a
Financial assessment	3.200	.525 ^a
Establishing contacts and sources	2.811	.590 ^a
Unlimited freedom from superiors	1.931	.748 ^a
Secure employment	.776	.942 ^a
Prospect for career growth	.779	.941 ^a
Social recognition	4.979	.289 ^a

Chapter Seven

Mental Map of Journalists' Opinions about their Self-image

Journalists are more into expressing their own thoughts and opinions in words; hence the researcher was keen on inserting an open-ended question at the end of the survey to give targeted journalists a chance to write down any relevant insights regarding what constitutes enhancing their self-image in their career.

In spite of that, not all the respondents were enthusiastic to put in their contribution. The final results concluded that only 183 respondents answered that question, even with only one word. When coding the data entry, similar answers were merged together into one item in order to summarize the large amount of data. The final list included 64 items that had been mentioned by journalists working in *Al-Masry Al-Youm*, *Al-Shorouk*, *Al-Watan*, and *Al-Youm*⁷.

In order to summarize these items and elaborate more on them, it was better to draw a mental map that covers the broader lines of all these items. The researcher suggested 10 general factors that have a direct effect on enhancing the self-image of journalists. Figure 10 shows the broader lines of this mental map.

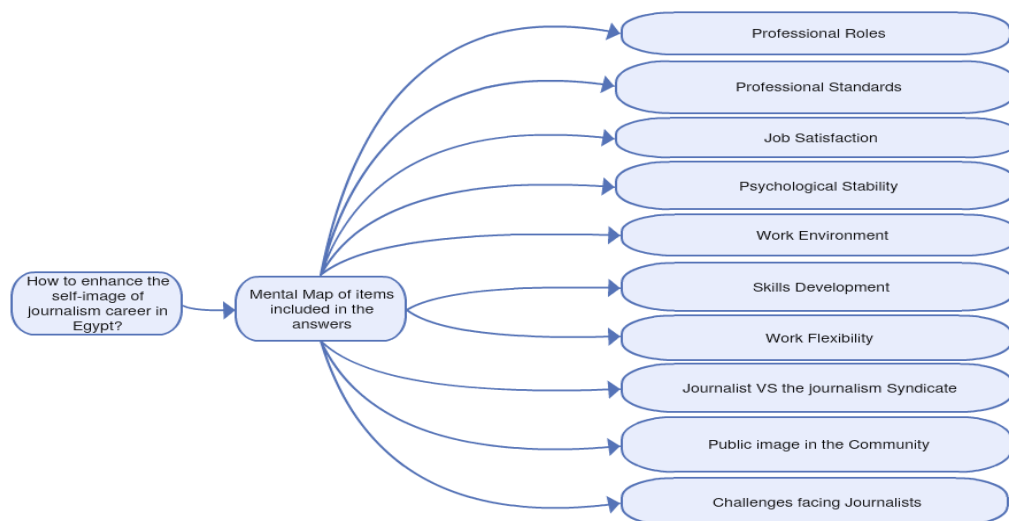
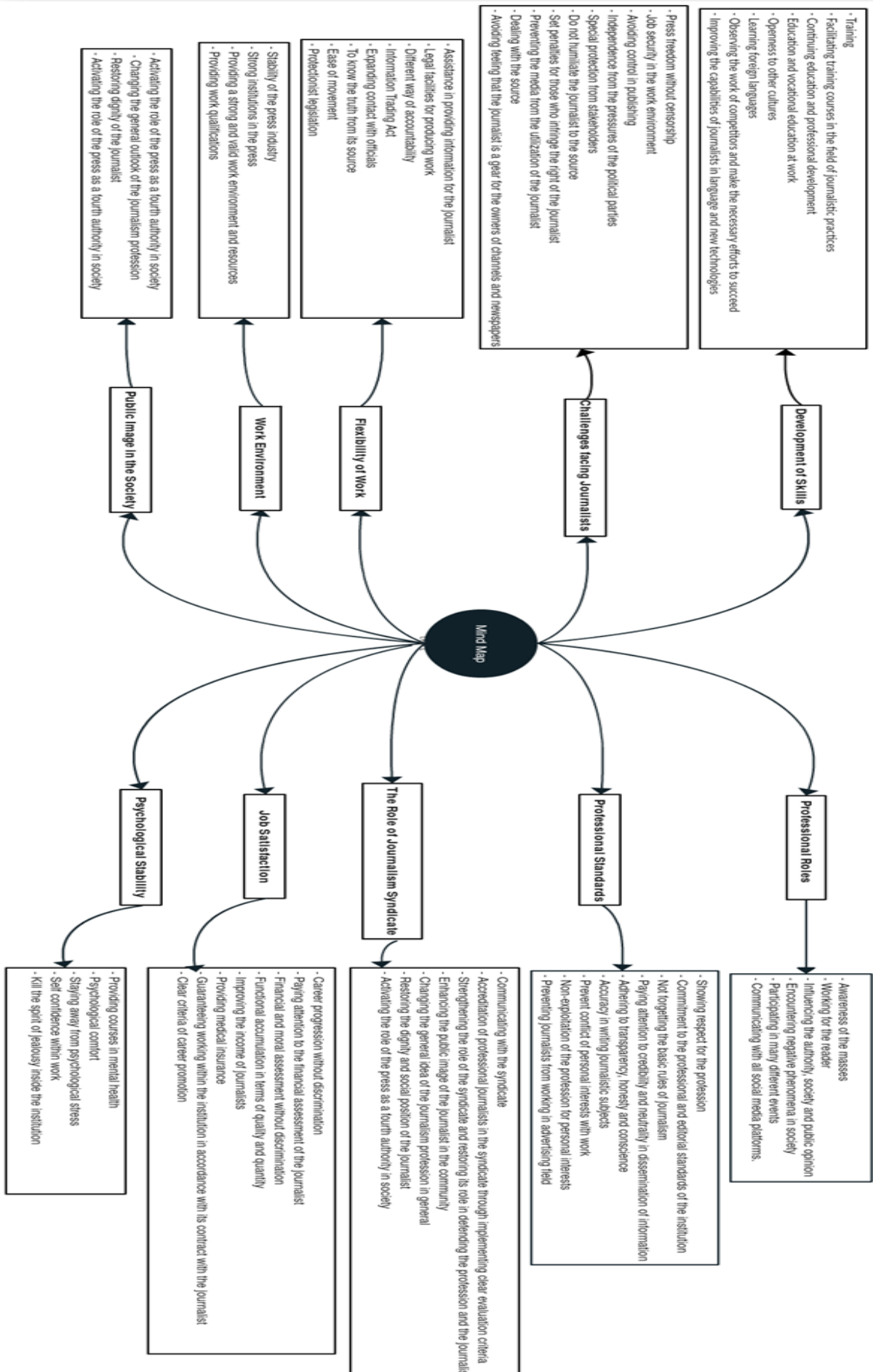


Figure (10): The Broader Lines of Mental Map of How to Enhance the Self-image of Journalist



7.1 Detangling the Mental Map:

This mental map encompasses the following factors: professional roles, professional standards of journalists, job satisfaction, psychological stability, work environment, development of skills, flexibility of work, journalists and their syndicate, public image of journalists in the community and the challenges facing them.

The first category of this mental map, *professional roles* consisted of a number of required duties that journalists should be engaged in at their work. These roles were suggested by 18 journalists from the total sample size of the study. Some of these roles were like the roles mentioned in the first question of the survey designed for the study. Five journalists mentioned that “encountering negative phenomena in the society” is one of the main duties that should be implemented by reporters. For instance, one journalist mentioned:

“We must reveal the true image of corruption in the society”

Also, four journalists wrote “working for the reader”. Despite the fact that the notion behind the latter statement is a logical role for the journalist, it’s quite shocking that some journalists complain about not giving the citizens the right to be informed. Additionally, three journalists selected “influencing the authority, society and public opinion” and “awareness for the masses” as an example of journalistic roles, which are similar to what was mentioned earlier.

One journalist expressed it in a nutshell:

“Journalists should inform the Egyptian street with the actual true vision”

Currently, the role of “communicating in all social media platforms” is considered to be commonly popular among journalists.

Moreover, many reports and news stories originally come from a “post” or a “tweet” by public figures on social media, or even from a citizen sharing his/her experience regarding some controversial issues that attracted attention among audiences on social media platforms.

The second category, *professional standards*, included 9 items proposed by 62 journalists. The item most repeated among these 9 items was “adhering to transparency, honesty and conscience” (N=18). Regarding this point, a general feeling prevails among journalists, inside the private newspapers under study, that the profession needs some ethical regulations. Needless to say, these two elements “honesty and conscience” should be mainly adopted by the journalist himself/herself. Honesty and conscience are principles that are earned and not given. A journalist wrote just one word as an answer: “honesty”, and another wrote “conscience”.

Furthermore, “showing respect for the profession” might be translated as a call for these journalists to abide by the simple rules of being a journalist.

In that context, one journalist wrote:

“The journalist needs social appreciation to prevent him from turning into undesired and unprofessional behaviors”.

Another one said:

“Journalists need to get back to the professional ideals and principles of journalism. They shouldn’t publish the infidelities and scandals of people, but should focus on what matters to the audience”.

A critical issue is rising inside the profession nowadays, that of conflict of interest with work. Journalists’ answers highlighted this dilemma when they wrote these three items: “preventing conflict of personal interests with work, non-exploitation of the

profession for personal interests, and preventing journalists from working in the advertising field”.

This issue originally started when journalists turned to working independently from their organization, whether for another media outlet or as a media consultant for individuals. Journalistic institutions, either state-run or private, are suffering from hard economic conditions that possibly drove journalists to look for another source of income.

A female journalist clarified this point by saying:

“We need to sign our contracts with our institutions in time and not after years of working for them. That matter could result in losing professionalism by working in other media outlets to cover the cost of living”.

Notions of “not forgetting the basic rules of journalism”, “accuracy in writing journalistic subjects” and “commitment to the professional and editorial standards of the institution” seem to be equivalent to each other. The fact that the basic rules of journalism might be forgotten by some of its practitioners can be quite worrying.

The third category in the mental map, *role of the Syndicate of Journalists*, was highlighted by 11 journalists. The Syndicate of Journalists in Egypt has an active role with the governmental entities responsible for regulating the media and journalism.

“Communicating with the syndicate” and “strengthening the role of the syndicate and restoring its role in defending the profession and the journalist” were demanded by the journalists in the study. These calls indicate that the Syndicate is obviously having trouble communicating with journalists as individuals and not just with their organizations. Furthermore, several journalists mentioned that “accreditation of professional journalists in the Syndicate through implementing clear evaluation criteria” is one of the main challenges they face in their career.

The fourth category of the map was *job satisfaction*. Fifty journalists wrote similar phrases demanding “financial and moral assessment without discrimination” and also 10 journalists called for “career progress without discrimination” and “functional accumulation in terms of quality and quantity”. As a result, a few journalists demanded a “clear criterion of career promotion”.

One journalist said:

“The Egyptian journalist is unique. He needs an ideal and clean work environment. The problem lies in the administrative injustice that kills talents by granting promotions to close circles for personal reasons”.

Another female journalist wrote: “The journalist needs to feel support and encouragement from his/her superiors at work”.

Journalists in the study proposed, “paying attention to the financial assessment of the journalist” (N=23) and “improving the income of journalists” to enhance their self-image in their career. For instance, one journalist wrote: “We need a decent pay”.

A few journalists (N=2) asked for “providing medical insurance”. One male journalist wrote:

“There must be a guarantee that working with the institution is going in accordance with its contract with the journalist”.

The broader lines of the previous answers imply a high demand for financial recognition, besides appreciation inside the field of journalism.

This issue is critical at the current moment in Egypt. This is the reason that made Osama Heikal, president of the Parliamentarian Committee of Culture and Information, assert that “media organizations will have to provide labor contracts to journalists working for them and set minimum salaries”.

One interesting answer by five journalists was “giving the journalist the same rights as the judiciary and the police systems”. This answer implies a high feeling of being marginalized or not being treated equally to other sectors in the society.

The fifth category was *psychological stability*. Since the survey contained 20 statements rating the journalists’ psychological/mental wellbeing at work, many answers were relevant to enhancing the psychological health of journalists.

The answers were considered to be solutions for any psychological disorders suffered by practitioners of journalism (N=6). A few journalists suggested “providing courses in mental health” and advised, “staying away from psychological stress”.

A journalist even required “psychological comfort” inside the journalistic institution.

Two items were about how to survive in the work environment. The first was “self-confidence at work” and the second was “kill the spirit of jealousy inside the institution”.

The sixth category, the *development of skills*, was enriched with insights from the journalism pot. Several journalists were eager for “facilitating training courses in the field of journalistic practices”, “continuing education and professional development”, plus “education and vocational training at work”.

Interestingly, four journalists were eager for “openness to other cultures “, while only one journalist suggested, “observing the work of competitors and making the necessary efforts to succeed”.

To cope with the recent transformations in the field, a number of journalists required “learning foreign languages” and “improving the capabilities of journalists in new technologies”.

This category is mainly devoted to both journalistic institutions and the Syndicate of Journalists. Once the journalist asks for training or learning a new skill, it means that his/her organization is not paying adequate attention to developing and adapting their employees' capabilities to the recent changes in the industry. Also, the Syndicate of Journalists must provide regular courses and workshops for the purpose of meeting these needs as demanded by journalists.

The seventh category, *challenges facing journalists*, was devoted to several serious obstacles facing journalists. One of the most repeated demands by journalists in the study was having the right for "press freedom without censorship". Another challenging demand called for "legal legislations ensuring freedom of the press". One male journalist wrote:

"We need a minimum limit of press freedom that doesn't exist anymore. Journalists will feel a sense of self-esteem when they defend the oppressed and reveal what is wrong in their societies".

Another female journalist stated:

"Journalists need to maintain a free pen, or even keep freedom as it was before. We need to be treated as representatives of the fourth estate, not just by chants but in real fact".

Egypt is still going through a rather bumpy transformation period. However, some countries of the first world are still having issues with press freedom. This item was mentioned by 51 participants from all the sample. Another relevant phrasing of that issue was pointed out by a few journalists, who demanded, "avoiding any control in publishing".

Additionally, one of the serious conditions of being a journalist is feeling insecure when you are in the field. Three journalists wrote that they need “job safety in the work environment”.

At the same time, 13 journalists asked for “Independence from pressures coming from political parties”. This demand is very serious in the current atmosphere in Egypt.

Also, three journalists required “set penalties for those who infringe upon any rights of journalists”. Although the number of journalists who suffer from a violation of this rule is small, there are a number of reports highlighting several attacks against journalists in Egypt recently.

Inside the field of journalism, each journalist should be responsible for one entity or sector, or even one public figure, in order to cover all reports and news stories related to that source. Touching upon this situation, three journalists referred to having a problem in “dealing with the source”. Besides, three other journalists pointed out that “journalists need to stop being humiliated by the source”. The last sentence refers to a regular situation when journalists keep asking the source for more data and for more information regarding a report they work on, but without any reply from the source.

This situation could lead the journalist to be blamed for being lazy or not good enough for the job.

One of the answers that highlighted this issue was the following:

“Assuring credibility and objectivity when sharing information, even if that information would affect the relationship with the source that the journalist is covering”.

The last three statements in that category were related to the pressure from stakeholders. Journalists wrote they needed “special protection from stakeholders”, “preventing the media from the utilization of journalists”, and “avoiding the feeling of being a tool for owners of television channels and newspapers”. A large number of journalists work in the broadcasting sector, because they are closer to the events and behind the scene in any critical matter. Thus, those in charge of these media channels are always demanding journalists to get exclusive stories, but these journalists are not getting any credit at the end.

The eighth category, *flexibility of work*, related to the requirements for performing journalistic functions in the most suitable way, was written by the journalists themselves. The most recurring issue for most journalists who answered that question was “assistance in providing information for the journalist” (N=29).

Regarding this issue, Heikal also mentioned that the new law obliged all governmental bodies and entities to establish a department or a website to provide journalists with the required data needed for their work, stressing the fact that journalists have the right to seek any type of information except what could be confidential or could pose a threat to national security.

One of the main obstacles facing journalists working on daily reports is obtaining the information needed in order to complete the picture as soon as possible.

This request clarified the reason why five journalists also proposed implementing an “Information Trading Act” in Egypt, and one journalist requested, “to know the truth from its source”.

As to the legal framework of journalistic practices, five journalists requested “protectionist legislation”; three asked for “legal facilities for producing work” and one journalist suggested a “different way of accountability”, for journalists.

Regarding that matter, Heikal asserted that any legal orders against journalists should be conducted with a prosecution-ordered warrant.

Concerning standards at work, one journalist expected to enjoy “expanding contacts with officials”, and another two journalists looked for “ease of movement”.

The ninth category, work *environment*, highlighted the broader image of journalistic work, as the journalists themselves wish. On the one hand, 13 journalists yearned for “providing a strong and well-founded work environment and resources”, and “providing work qualifications”. On the other hand, four of them wished there were “strong institutions of the press” and “stability of press industry”.

The tenth category, that of *public image of journalists in the community, refers to* how journalists themselves evaluate their public image in the eyes of the general community and of their reference groups (e.g. family and friends, etc.) But it would have needed another survey to assess their image adequately among the public. This part will be discussed in the Further Direction for Future Research chapter.

Another commonly shared desire among twelve journalists was “restoring the dignity of the journalist”.

One journalist wrote:

“We need respect from the political leadership and not be attacked during political speeches. Besides, we need an official response towards the issues addressed by us in the press”.

Two journalists aimed at “activating the role of the press as a fourth authority in society”. A female journalist wrote:

“We need freedom to inform the public of what they deserve to know. If that happened, audiences would understand the value of journalism, thus we can gain the social appreciation we deserve”.

With respect to the public image of the journalist, five journalists demanded “enhancing the public image of journalists in the community” and another three proposed “changing the general idea of the profession of journalism in general”.

Two journalists said:

“We need to restore the trust between audiences and the mass media”.

“There must be a change in the mental image of the Egyptian press, because some media outlets blame journalists for being the reason behind all problems”.

Another female journalist stated:

“We are in desperate need to change the public image of being liars”.

7.2 Gender across the Mental Map:

The answer most repeated to the open-ended question, using different phrasing by participants, was “press freedom without censorship”, which was suggested by 31 males and 20 females (N=51) across all the newspapers under study.

The second demand that was most mentioned was “financial and moral assessment without discrimination” as a necessary requirement to obtain a professional self-image of journalism in Egypt, while taking into consideration that 31 males and 19 females (N= 50) suggested this item.

Along with several thoughts proposed by the 183 journalists who answered that question, the issue of “assistance in providing information for the journalist” was proposed by 29 journalists among whom were 16 males and 13 females.

With regard to professional autonomy while working, 13 journalists requested “independence from the pressures of the political parties”. These journalists included 6 males and 7 females.

Concerning the public image in the society, 12 journalists wished for “restoring the dignity of the journalist” These journalists consisted of 7 males and 5 females.

Chapter Eight

Discussion

After drawing results and findings of the study, it is important to discuss a number of critical points in terms of analyzing and comparing these findings.

While the sample of 214 respondents was considered to be a significant percentage of the entire population of journalists working in the four major daily private newspapers in Egypt, *Al-Masry Al-Youm*, *Al-Shorouk*, *Al-Watan*, and *Al-Youm*⁷, we are bound to run into problems of a large sampling error. Table 34 illustrates the mean scores and standard deviations of indexes across each newspaper.

Table (34): Mean Scores of Indexes Across Newspapers Under Study

	Al-Youm⁷			Al-Masry Al-Youm			Al-Watan			Al-Shorouk		
	<u>N</u>	<u>Mean</u>	<u>SD</u>	<u>N</u>	<u>Mean</u>	<u>SD</u>	<u>N</u>	<u>Mean</u>	<u>SD</u>	<u>N</u>	<u>Mean</u>	<u>SD</u>
Professional Autonomy	60	4.01	.85	52	3.73	.76	52	3.75	.85	50	3.67	.78
Influences on Professional Autonomy	60	3.78	.80	52	3.59	.59	52	3.80	.66	50	3.67	.68
Job Satisfaction	60	3.89	.73	52	3.03	.46	52	3.23	.64	50	3.09	.64
Psychological/ Mental Wellbeing	60	3.90	.50	52	3.61	.49	52	3.67	.62	50	3.58	.58
Self-perception	60	3.31	.91	52	3.29	.66	52	3.41	.82	50	3.17	.84

8.1 Professional Roles:

The way journalists define their roles in the society has its own implications on setting the boundaries of their journalistic skills and abilities; however, whether all journalists share the same professional roles or not is still debatable among scholars (Willnat, Weaver and Choi, 2013).

Referring to the professional roles that had been selected by journalists working in the newspapers for this study, it was surprising that the role most selected among participants was “to provide the audience with the information that is most interesting” (N= 136). The male journalists (N=85) were more than the female journalists (N=51) who had selected that role to be among the roles most performed on a daily basis inside their newsrooms. Moreover, the role least selected was “to set the political agenda” (N=18), followed by role “to act as watchdog of business elites” (N=21). Figure 11 interprets the variance between each of these roles.

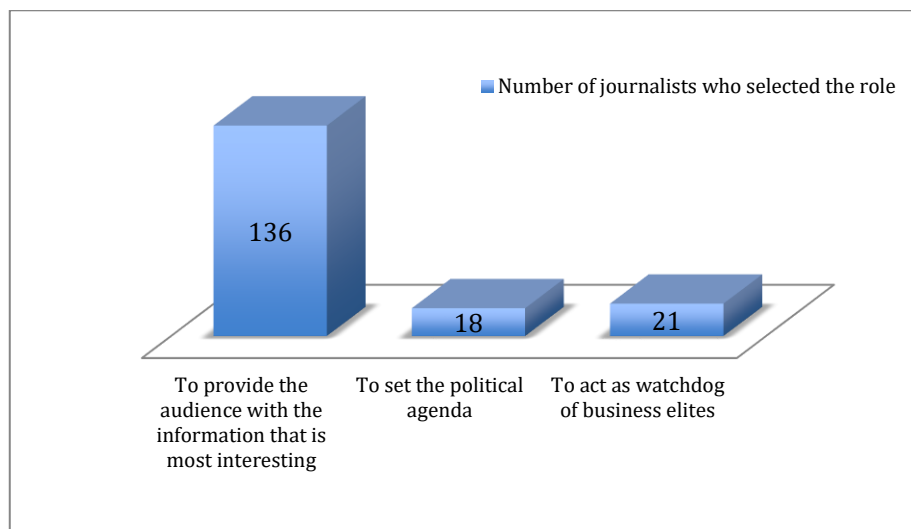


Figure (11): The Most Selected Professional Roles by Journalists

The twelve professional roles that had been rated in the survey were retrieved from a comparative study about professional ‘milieus’ or roles of journalists in 18

countries, including Egypt (Hanitzsch, 2011). The twelve roles were assigned to represent four main professional milieus of journalists globally, namely: populist disseminator, opportunist facilitator, critical change agent, and detached watchdog.

These results reveal an alarming point. Journalists in the four major private newspapers in Egypt are turning away from acting as a “critical change agent” into a “populist disseminator”. The latter role is defined in Hanitzsch’s study by multiple roles including “ providing the audience with the information that is most interesting”, while the critical change agent is defined by ‘acting to influence political agenda”.

Deuze (2005) explains that journalists tend to represent the “watchdog” role in the name of the people, as they have a sense of “doing it for the public”. In that context, the results revealed that “detached watchdog” comes in the second place of the roles most played by journalists under study, represented in “to act as a watchdog of business elites” role.

The findings obtained by Hanitzsch in 2011 from 100 Egyptian journalists working in newspapers, magazines, television and radio stations, concluded that 74 respondents categorized themselves as a “critical change agent”, 18 saw themselves as “opportunist facilitator”, and 8 journalists selected roles that are related to the “populist disseminator”, while none of the journalists selected any role related to the milieu of “detached watchdog”. Figure 12 shows the difference regarding professional roles in 2011.

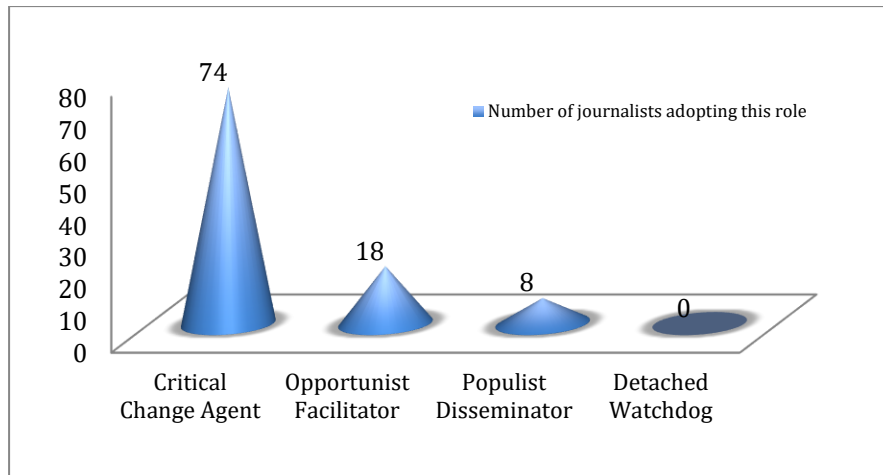


Figure (12): The Frequency of Professional Roles in 2011

In 2018, results from the current study demonstrated a huge transformation during the last seven years going from playing the role of the “critical change agent” to that of “populist disseminator” while taking into consideration that the sample of the study is double the size of Hanitzsch’s study in 2011. However, it was only taken from the daily private newspapers in Egypt. Moreover, the subset of Hanitzsch’s study was made from multiple platforms of newspapers, TV and Radio channels, but the current study is targeting private newspapers that mainly report politics and political news.

By providing a broader overview of the status of journalists around the globe, the next part will be highlighting the variances among journalists in different countries regarding their professional roles.

In their comparative study that had been applied in 18 countries, Hanitzsch et al. (2011) observed that there was less support towards journalism culture in Egypt, Turkey, Uganda, and partially in China. They reported that Egypt had a special position among countries under study, referring to the fact that Egyptian journalists had strong interventionist motivation in addition to critical attitudes towards the government.

Apart from that, Ileri (2016) concluded that “providing citizens with information” is the role most selected and retrieved from a national survey of Kenyan journalists, followed by being an “advocate for social change”, followed by “support official policies”, while “acting as watchdog of government” was the last one.

Niskala and Hurme (2014) reached similar results when asking Finnish journalists about the professional role most played, which turned out be “neutral informer”, “advocate” and “being a voice for the weak”.

Moreover, Mwesige (2004) stated that Ugandan journalists showed their strong advocacy for their role as a “populist mobilizer” or as an advocacy that carries out the responsibility of setting political agenda, in addition to supporting the process of getting the information quickly as the highest rated function in the media.

For journalistic role performance and how much they depend on media orientation as well as on the journalistic beat, Mellado & Lagos, (2014) discovered that the disseminator role is considered to be the most common among Chilean journalists.

This part is initially answering the first research question of the study: **Which professional roles do Egyptian journalists working in private newspapers play when asked about the functions they perform on a daily basis?**

8.2 Professional Autonomy:

Globally, journalists tend to have good freedom inside their newsrooms. As mentioned before in the literature review, there is a positive association between the status of professional autonomy and the feeling of self-perception among journalists.

Willnat et al. (2013) noted that most journalists around the world comprehend the importance of professional autonomy to their job, but they suffer from the large gaps between the ideal version of autonomy and the actual freedom they have.

The researcher attempted to measure the current atmosphere of autonomy inside the newspapers under study by measuring two statements: “I have a lot of control over the work that I do” and “I am allowed to take part in decisions that affect my work”, as Figures 13 & 14 show. When merging the two statements into one index, the SPSS program showed that the mean score of both is 3.80 (SD= 0.821), as shown in Table 35.

The results of this study indicated that journalists are probably enjoying good freedom at work in terms of controlling their work and making decisions for their production.

Table (35): The Mean Score of Professional Autonomy

	N	Mean	SD
Professional Autonomy	214	3.80	.821

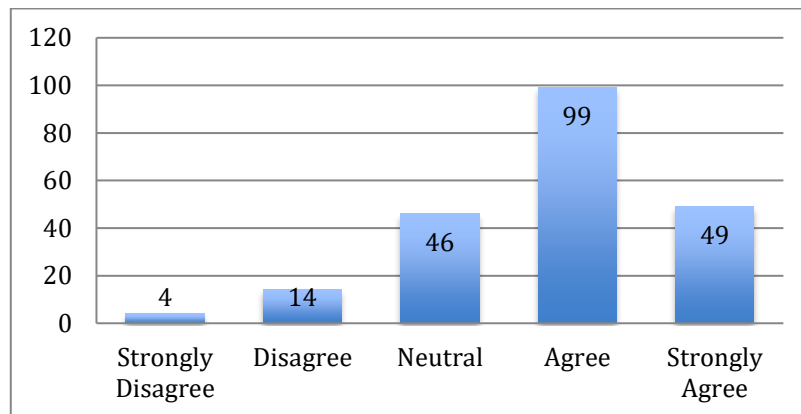


Figure (13): Ranking of “I have a lot of control over the work that I do”

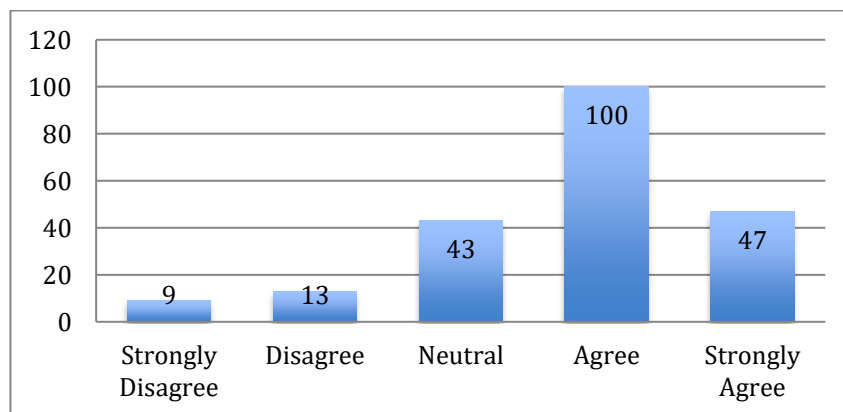


Figure (14): Ranking of “I’m allowed to take part in decisions that affect my work”

When comparing these findings with what Picard (2015) discovered when running a survey among 1200 journalists, the findings seem to be quite similar; 38% of the respondents agreed that journalists would have less autonomy in the future.

Surprisingly, Reich & Hanitzsch (2013) observed that journalists, across 18 countries, who are working in state-owned media, are reported to enjoy less autonomy than their fellows working in private newspapers.

Given the importance of professional autonomy in shaping the professional identity, Russo (1998) concluded that autonomy is positively and significantly related to the professional identification as well as the organizational identification. He confirmed that journalists consider autonomy as an important element that either enables or disables their ability to make decisions that directly affect their journalistic product.

Consequently, Mwesige (2004) argued that enjoying a sense of professional autonomy doesn't necessarily mean an absence of organizational and political threats towards press freedom, which was the case for the Ugandan journalists.

Consequently, this part answered the second research question of the study: **“To what extent do Egyptian journalists working in private newspapers exercise a sense of professional autonomy?”**

8.3 Influences on Professional Autonomy:

Despite the fact that journalists have relative freedom and independence, they are still facing a number of obstacles on both the individual and organizational levels, not to mention that separating these two levels is not an easy task (Sjøvaag, 2013). Table 36 shows the mean scores of all influences on professional autonomy.

In the specific realm of journalism, Reich and Hanitzsch (2013) assumed that professional factors, such as policies and customs of the profession in general, are usually perceived by journalists as limiting journalistic autonomy.

Table (36): The Mean Score of all Influences on Professional Autonomy

	N	Mean	SD
Influences on Professional Autonomy	214	2.28	0.697

In this part, the researcher reviewed the results in terms of the position of the majority of journalists regarding the factors that have a major effect on their activities.

Regarding the political influences on autonomy at work, most of the journalists ranked these influences as “extremely influential” (N=88), as clarified in F15. Comparative research demonstrated that journalists tend to play a variety of cognitive roles; mostly depending on the political and social circumstances they work in (Hanitzsch, 2017). With respect to journalistic practices, journalists who suffer from limited professional autonomy, usually assert that their newsroom is influenced by other political factors (Reich & Hanitzsch, 2013).

In Pakistan, journalists pinpointed several factors that influence their autonomy at work, namely: editorial policy, military and state security, feedback from the public, advertising constrains, media ownership, media legislation and editorial policies (Siraj & Hussain, 2017). However, some factors did not have a major influence over their journalistic autonomy. These are public relations, business people, pressure groups, government officials, profit expectation and competing with other media organizations.

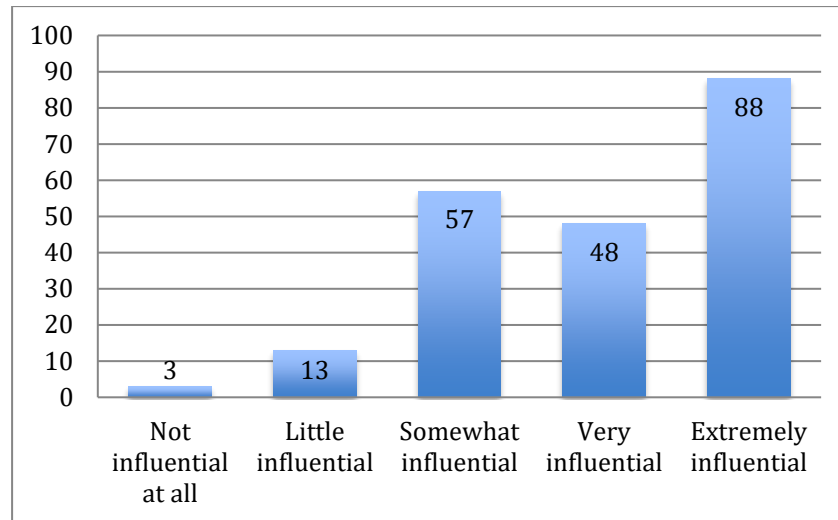


Figure (15): The Extent of Political Influences on Professional Autonomy

In parallel to that, journalists also suffer from professional influences in terms of newsroom policies and media laws. The data collected indicated that 83 journalists rated these influences as “very Influential”, as shown in Figure 16.

In the specific reality of journalism, Reich and Hanitzsch (2013) assumed that professional factors, such as policies and practices of the profession in general, are usually perceived by journalists, across 18 countries, as limiting journalistic autonomy.

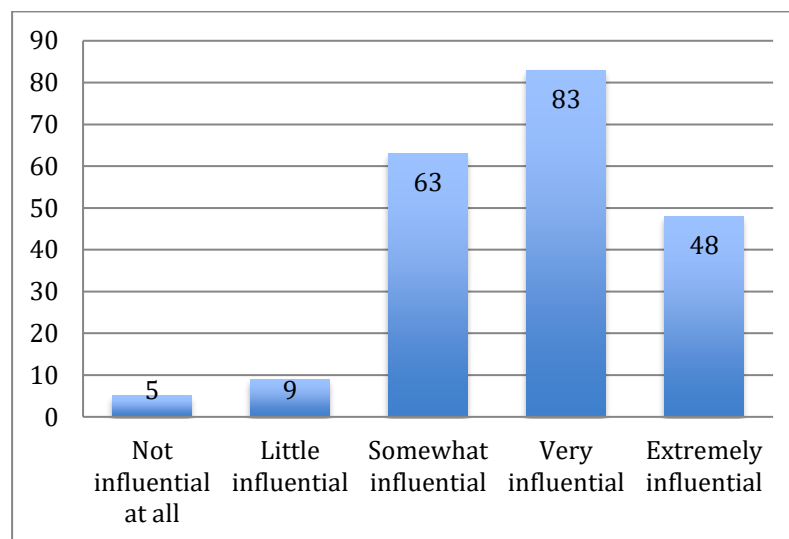


Figure (16): The Extent of Professional Influences on Professional Autonomy

For the economic influences such as advertising and market pressures, 71 journalists graded these factors as “extremely influential”, as shown in Figure 17.

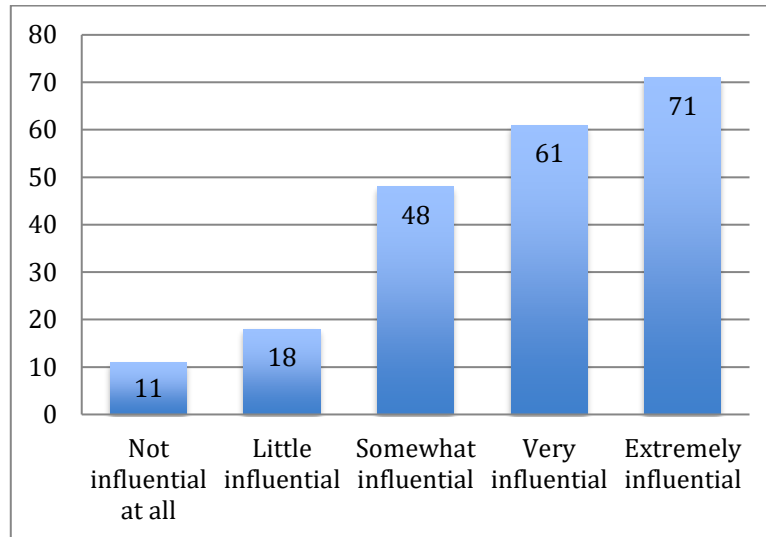


Figure (17): The Extent of Economic Influences on Professional Autonomy

Interestingly, 70 journalists saw that reference groups’ influences (Figure 18), represented in competitors in the field or family and friends are “somewhat influential”. Reich and Hanitzsch (2013) mentioned that influences from the reference groups, whether in the professional area or private life, have their own effect on the determinants of journalists’ professional autonomy.

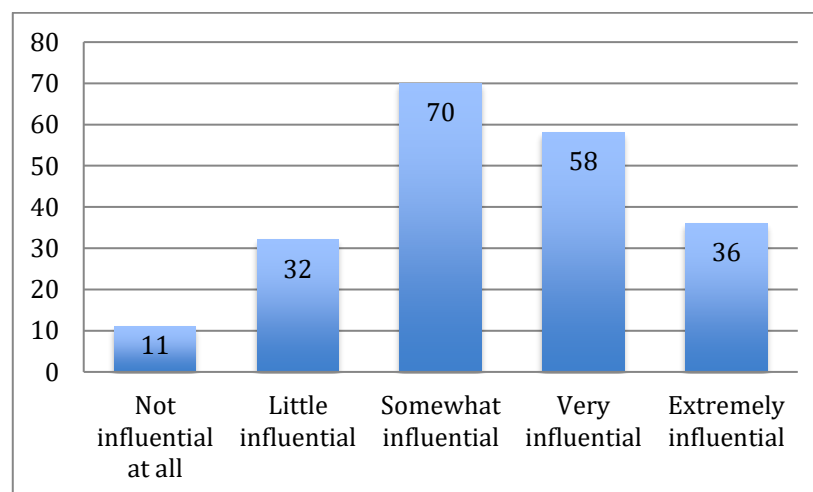


Figure (18): The Extent of Reference Groups Influences on Professional Autonomy

Two influences that the study attempted to measure were slightly different in journalists' evaluation. Regarding procedural influences (Figure 19), such as news routines and meeting deadlines, 73 journalists ranked them as “very influential” and 71 as “somewhat influential”.

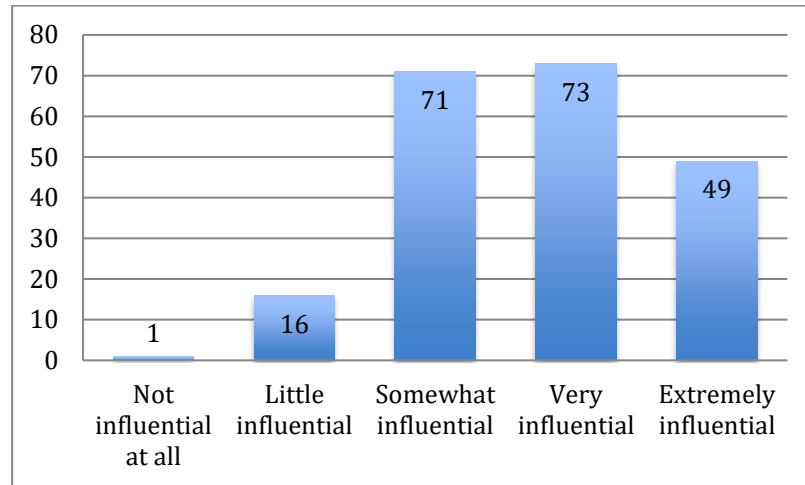


Figure (19): The Extent of Procedural Influences on Professional Autonomy

In the field of journalism there are several dynamic negotiations influenced by different internal and external constraints that prevent practicing journalism (Mellado et al., 2016). In that sense, the organizational influences like ownership and editorial decision-making had been graded by 67 participants as “somewhat influential” and by 61 as “extremely influential”. The results are shown in Figure 20.

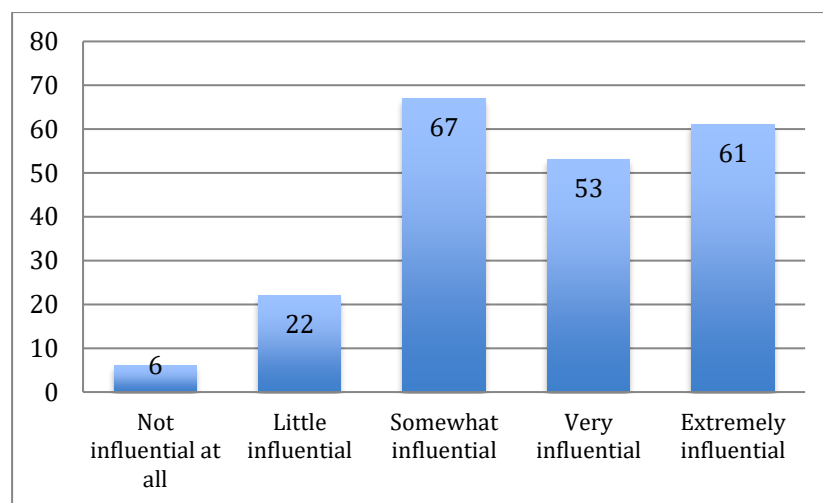


Figure (20): The Extent of Organizational Influences on Professional Autonomy

Mwesige (2004) argued that enjoying a sense of professional autonomy doesn't necessarily mean an absence of organizational and political threats towards press freedom, which was the case noted during a survey on the Ugandan journalists.

Hence, the previous part eventually answered the third research question of the study, which was **“What are the factors that influence the journalistic work done by Egyptian journalists working in private newspapers?”**.

8.4 Job Satisfaction among Journalists:

One of the necessary factors that help in succeeding at any job is to be satisfied with the work environment. Pokrywczynski and Crowley (1997) noted that being satisfied or dissatisfied at work has its known effects on one's self, family and life as a whole. This is evidenced by Macdonald and MacIntyre (1997) who found that job satisfaction is related to other external factors. They explained that job and life satisfaction have influence on each other.

In this part, the researcher considered viewing where the larger part of respondents agrees upon factors that affect the level of job satisfaction. Table 37 shows the mean scores of all items measuring job satisfaction.

Table (37): The Mean Score of all Items Measuring Job Satisfaction

	N	Mean	SD
Job Satisfaction	214	3.70	0.564

In this study, the general schema for job satisfaction could be measured through three main aspects: work atmosphere, financial status, and relationships within work. The first aspect consists of the type of daily work for which one is responsible, organization of work and work conditions. The results highlighted that 100 journalists

reported that they are “satisfied” regarding the “the type of daily responsible work”.

Figure 21 refers to the level of satisfaction towards this item.

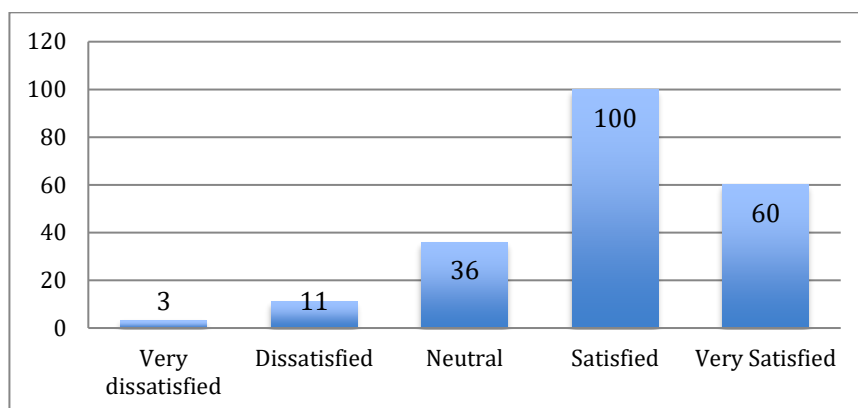


Figure (21): Satisfaction Towards the Type of Daily Responsible Work

Also, 82 were “satisfied” with respect to “the organization of work”, while 64 journalists were “satisfied” and 58 were “neutral” regarding “work conditions”.

Figure 22 and Figure 23 clarify the difference in the answers collected.

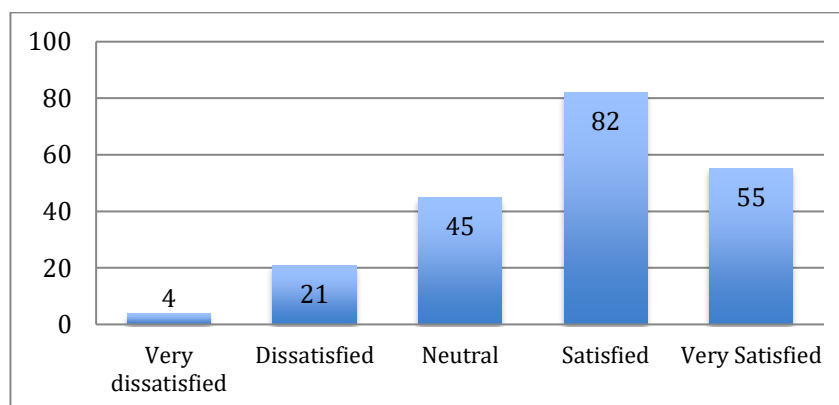


Figure (22): Satisfaction towards “The Organization of Work”

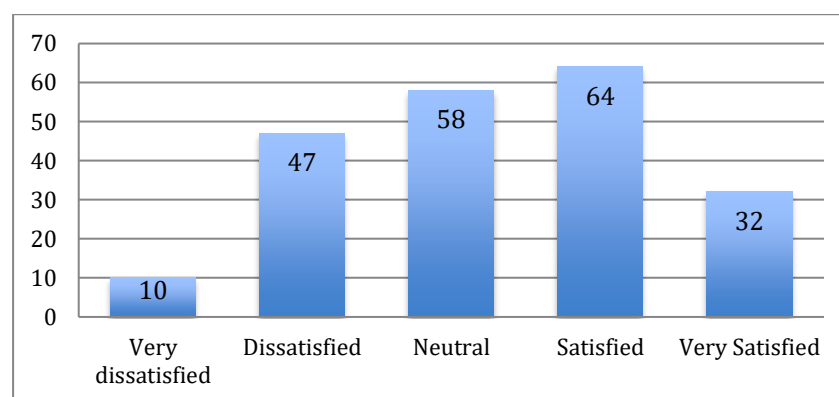


Figure (23): Satisfaction towards “Work Conditions”

The second aspect was concerned with the financial status at work, which covers salary, rewards and promotion (Figures 24 & 25). As expected, 74 of respondents reported they are “dissatisfied” with their pay, and 75 were “dissatisfied” with the bonus and rewards. These results are not surprising when compared to what Picard (2015) found; as 60% of the participants of his survey, covering 1200 journalists, had agreed that salaries and benefits would face a decline in the future.

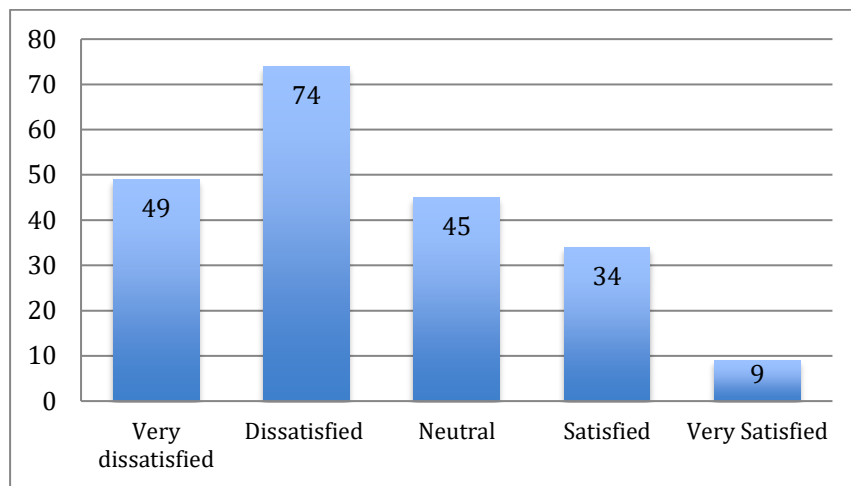


Figure (24): Satisfaction towards “Salary”

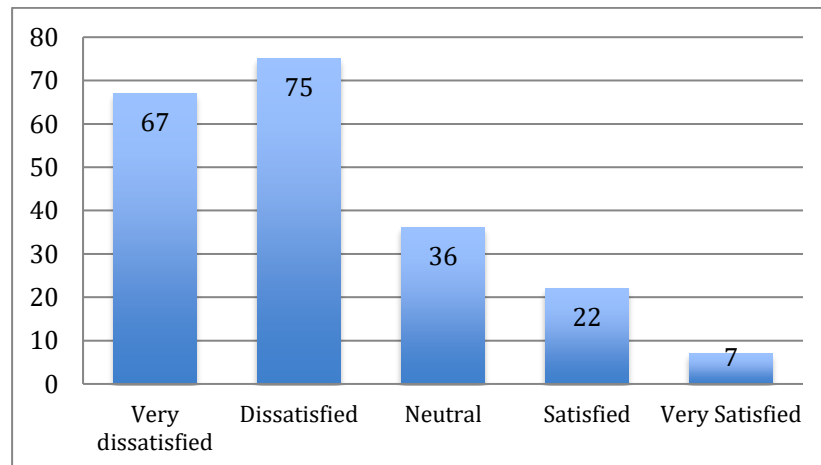


Figure (25): Satisfaction towards “Remuneration”

The “promotion” dimension was added to the financial segment because it was logical to get an increase in payment upon promotion. Concerning that matter, 60 were “neutral” and “52” were “dissatisfied” (Figure 26).

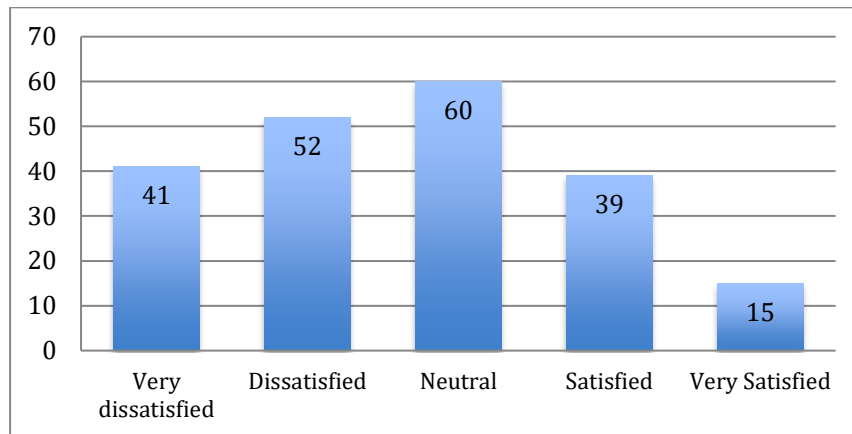


Figure (26): Satisfaction towards "Promotion"

The last aspect was about relationships within work that had been graded quite similarly among journalists. With respect to "relationships with superiors", 80 were "satisfied" and 78 were "very satisfied". This result is relatively surprising because all of the previous items- representing work conditions and financial status- had been a source of dissatisfaction among journalists, but these conditions were separate from feeling on good terms with the direct boss or supervisor (Figure 27).

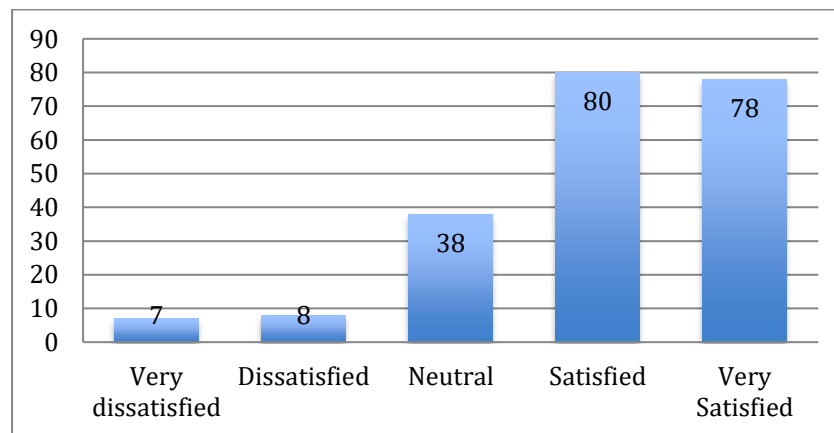


Figure (27): Satisfaction towards "Relationship with Superior"

Consequently, 99 journalists ranked the item of "relationships with colleagues" as "very satisfied" but 86 journalists graded it as "satisfied" (Figure 28).

In a nutshell, Cross (1973) acknowledged that job satisfaction was largely considered as a multi-dimensional construct. He commented that any worker inside an organization might be satisfied with his salary but dissatisfied with his relationship with superiors.

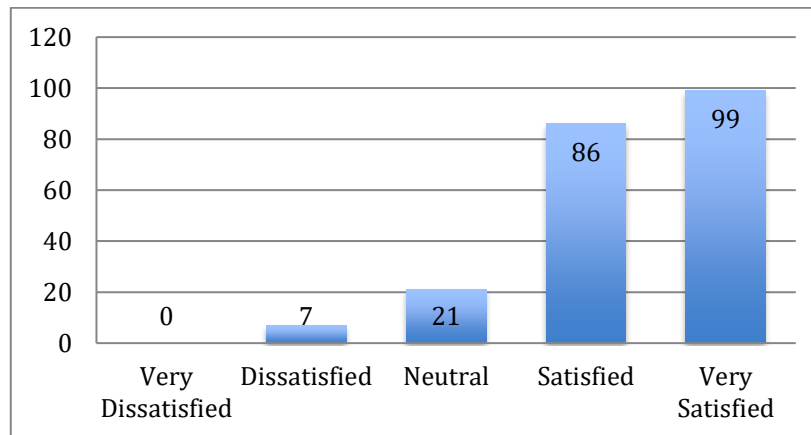


Figure (28): Satisfaction towards “Relationship with Colleagues”

This part answered the fourth research question, which was **“To what degree do Egyptian journalists working in private newspapers enjoy job satisfaction?”**.

8.5 Psychological/Mental Wellbeing at Work:

After running a survey on 509 journalists ranging from high to low editorial ranks, Picard (2015) reported that 71% of respondents considered that journalism was more stressful than other administrative jobs.

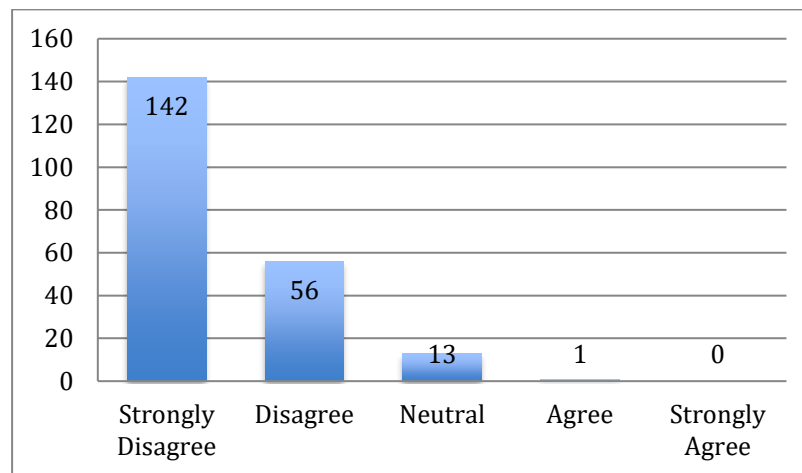
Accordingly, as detected from the testing of hypotheses of the study, there was a strong association between the status of psychological/mental wellbeing and self-perception among journalists. Table 38 shows the mean scores of all the statements that had been used to assess the state of psychological/mental health.

Table (38): The Mean Score of all Items Measuring Psychological/Mental Wellbeing

	N	Mean	SD
Psychological/Mental Wellbeing	214	3.70	0.564

As the data revealed, 142 journalists disagreed with the statement “I’m arrogant and even rude towards others”, which assesses “irritability”. This outcome is considered a positive implication of psychological stability in the sample frame.

Figure 29 shows the percentage of each measurement of agreement.

**Figure (29): Evaluation of “I’m arrogant and even rude towards others”**

Moreover, 105 journalists disagreed with the second statement measuring same indicator “I’m aggressive about everything and nothing”, as Figure 30 shows.

These results are like what Ofili, Tobin, Ilombu, Igbinosun, and Iniomo (2014) detected regarding psychological disorder among journalists working in Nigeria.

Not only did they express a feeling of tiredness on resumption of work, but also felt a sense of negativism as well as a tendency to dread going to work in the mornings and made frequent expressions of anger.,.

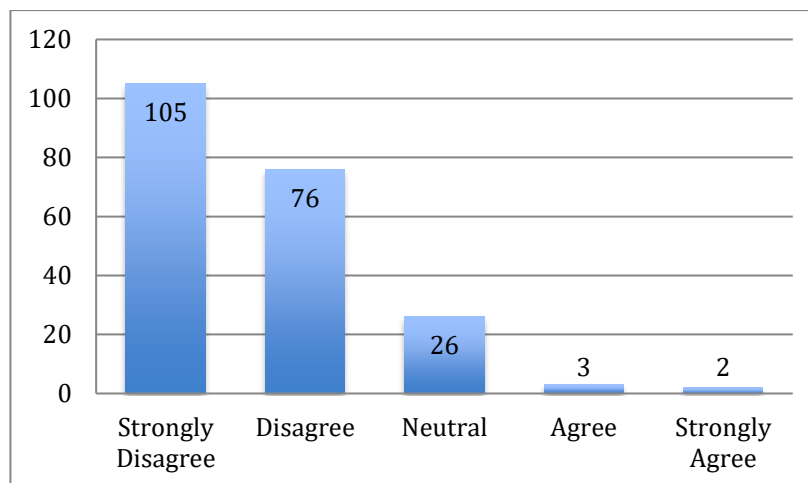


Figure (30): Evaluation of “I’m aggressive about everything and nothing”

On the other side, a distinction was clear between participants with regard to the statement “I feel sad”, which measures the indicator “anxiety/depression”. Fifty journalists disagreed with that feeling while 43 agreed.

In spite of this, 119 journalists still agree with the statement “I had goals and ambitions”. Figures 31 & 32 interpret the results of statements measuring the concept of “social involvement”.

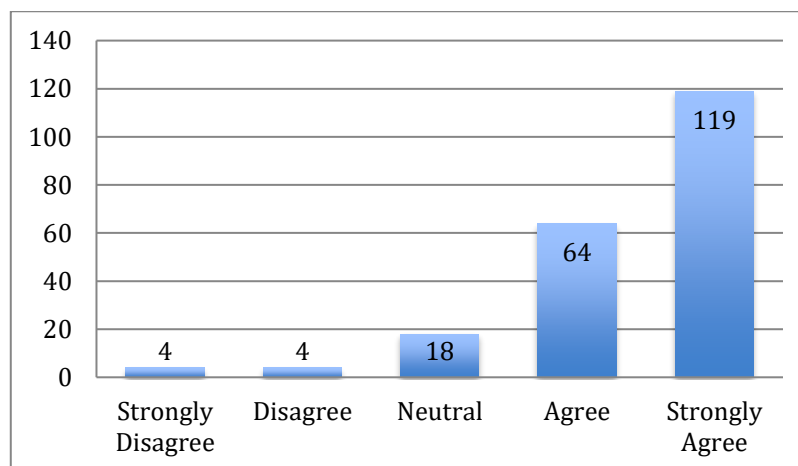


Figure (31): Evaluation of “I had goals and ambitions”

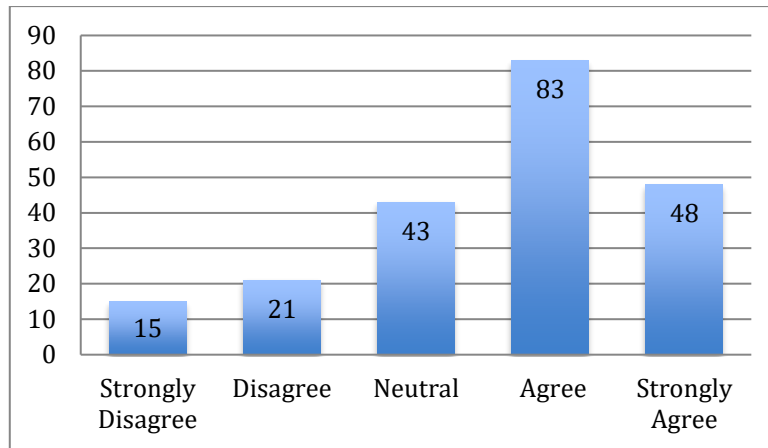


Figure (32): Evaluation of "I'm curious and interested in all sorts of things"

The indicator of “social disengagement” was ranked differently among journalists who participated in the study. Figures 33 and 34 clarify the variance of answers regarding these two statements: “I don’t feel like doing anything” and “I feel that I am not interested anymore in things that I normally found interesting”.

Meanwhile, Najder, Merecz-kot and Wójcik (2016) examined the psychological risk of health and stress exposure and its relationship to occupational functioning of journalists in Poland. They found that the most frequent complaints of journalists were about the mental effort and readiness to act on time besides the limited opportunities for promotion.

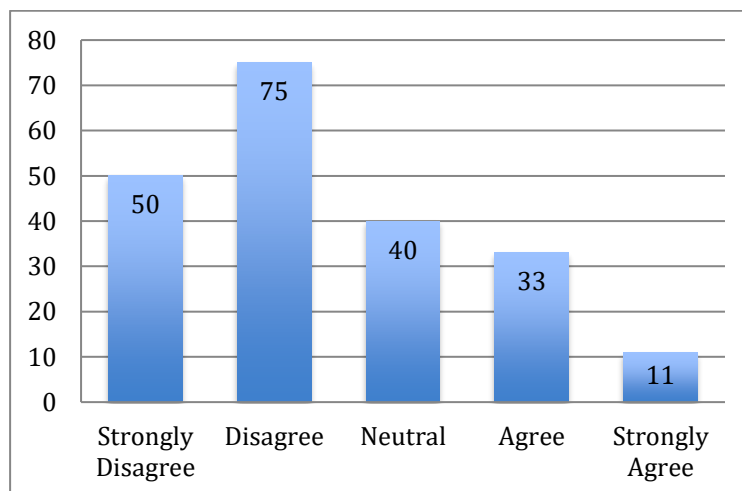


Figure (33): Evaluation of "I don't feel like doing anything"

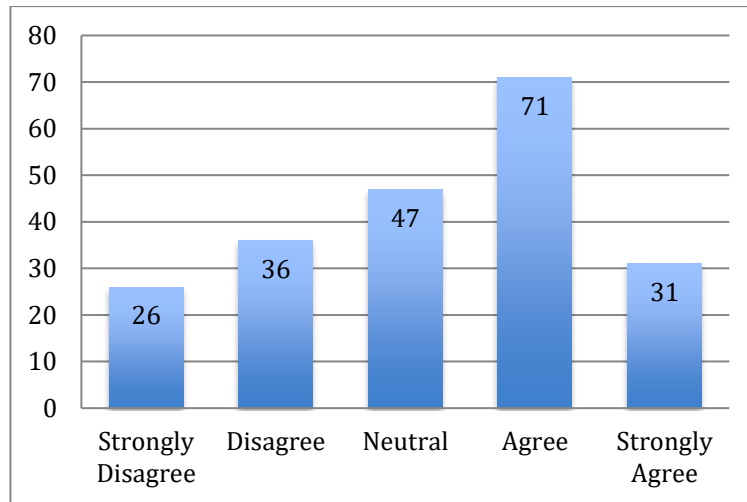


Figure (34): Evaluation of “I feel that I wasn’t interested anymore in things that I normally found interesting”

Regarding the “happiness” indicator, there was a sense of consensus among participants regarding the statement “I find life exciting and I want to enjoy every moment of it”, as Figure 35 shows.

By the same token, Willnat et al. (2013) reported that the vast majority of journalists in Finland would likely look for other employment possibilities because they didn’t feel any sense of happiness in their current jobs.

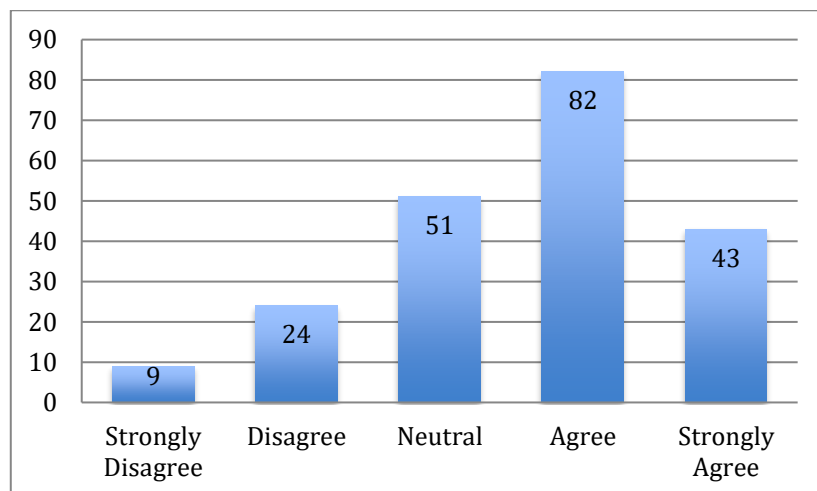


Figure (35): Evaluation of “I found life exciting and I want to enjoy every moment of it”

Also, the discrepancy was high regarding the level of agreement/disagreement towards the statement “I had the impression of really enjoying life and living my life to the fullest”, as Figure 36 shows.

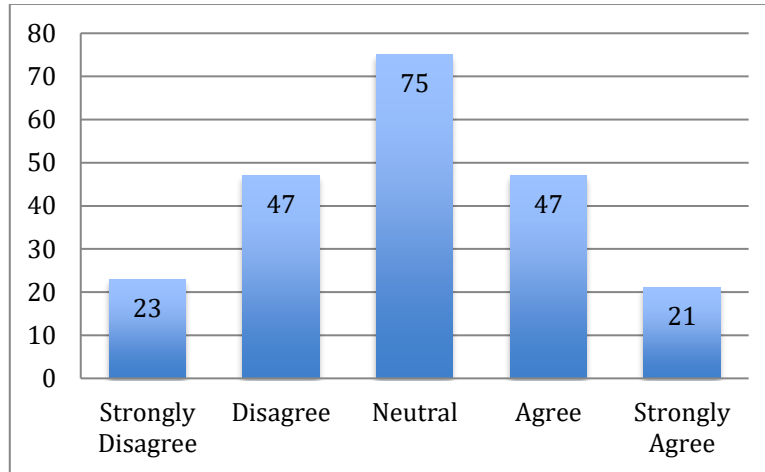


Figure (36): Evaluation of “I had the impression of really enjoying and living life the fullest”

Together with that, there is a quite an agreement among participants regarding the statement “I have self-confidence” used to measure the indicator of “self-esteem”. The data resulted in 99 journalists responding with “agree” and 90 “with strongly agree”. This outcome is considered a positive implication regarding the psychological stability of participants (Figure 37).

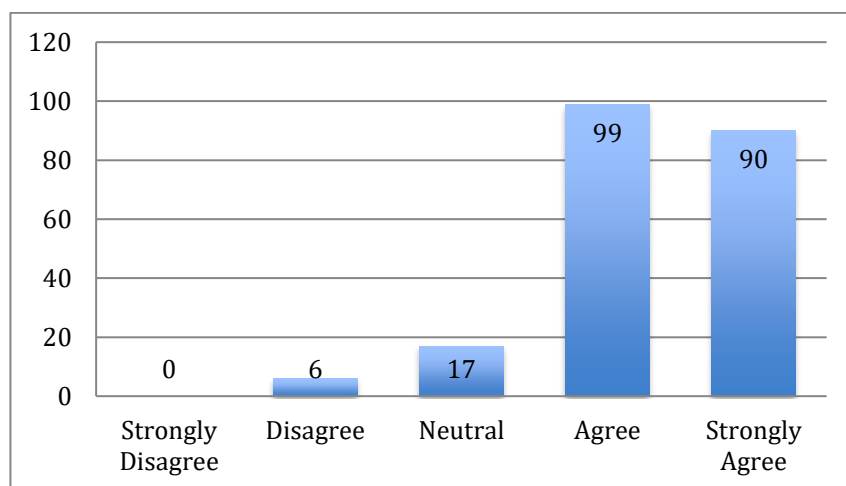


Figure (37): Evaluation of “I have self-confidence”

In light of that, it made sense that participants had roughly disagreed over the statement “I belittle myself, I put myself down”. Figure 38 shows the discrepancy between journalists who agreed with this notion and those who disagreed with it.

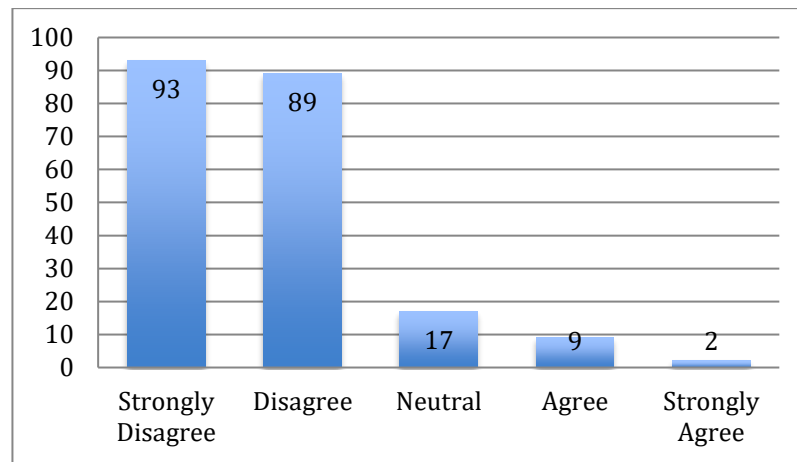


Figure (38): Evaluation of “I belittle myself, I put myself down”

Concerning the indicator of “control of self and events”, 103 journalists agreed with both statements measuring this aspect. The statements were “I’m able to face difficult situations in a positive way” and “I’m able to find answers to my problems without trouble”. In the light of that, nearly half the participants admitted that they could control their life obstacles smoothly.

For assessing the indicator of “mental balance”, the variance among participants was not similar, especially when measuring the statement “My life is balanced between my work and family”. Figure 39 shows the percentage of evaluating this statement among participants. The results indicate that there is no shared feeling among journalists whether they have or have not managed to maintain a balance between work and their personal duties.

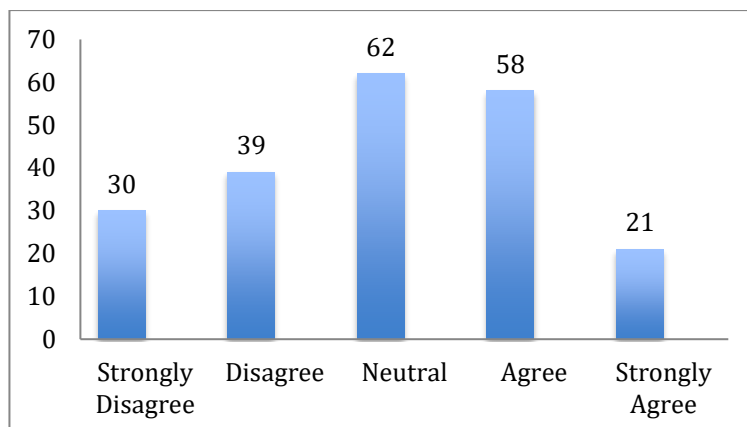


Figure (39): Evaluation of “My life is balanced between my work and family”

Regarding the “sociability” indicator, the scale focused on the sense of humor. Accordingly, the following Figures 40 & 41 point out to the fact that there is a shared view among participants regarding this indicator.

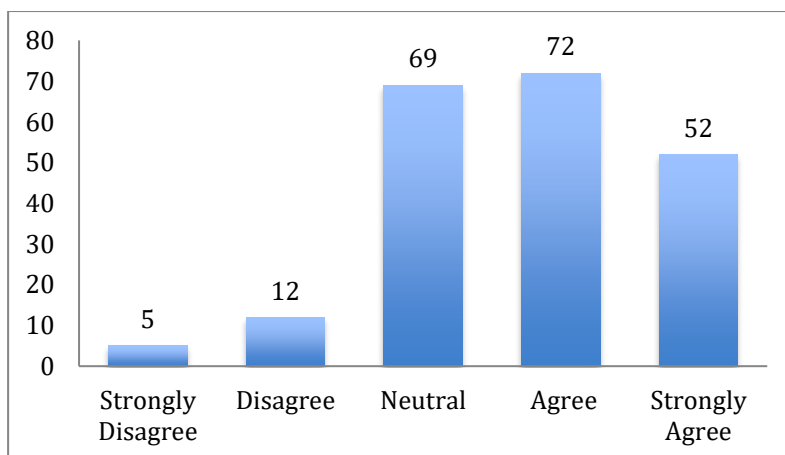


Figure (40): Evaluation of “I smile easily”

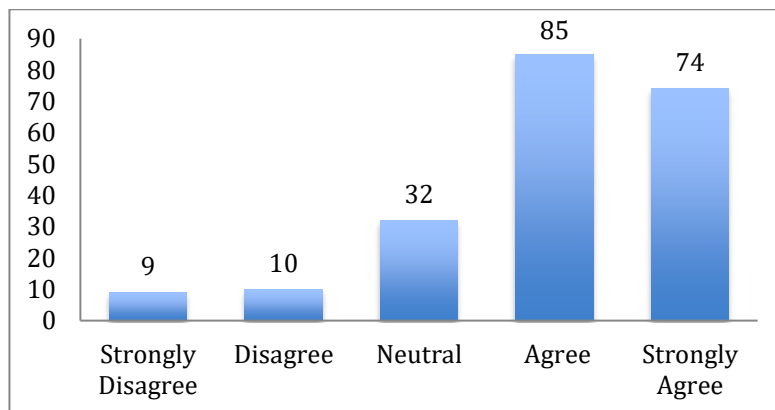


Figure (41): Evaluation of “I have good sense of humor making my friends laugh easily”

The previous implications of the data collected provided answers to the fifth research question of the study **“What is the status of the psychological/ mental wellbeing of Egyptian journalists working in private newspapers?”**.

8.6 The Ideal Self-Image of the Professional Journalist:

In the point of view of journalists, the item most selected among the indicators that shape the ideal self-image of the professional journalist is the “ability to convey information to others easily”. This result is probably a reflection on the consequence of the first question regarding the most professional roles played by journalists, which was “to provide the audience with information that is most interesting”.

This view was supported by Volek and Jiráček’s previous study in 2007. This study structured the list of roles that should be implemented by professional journalists to obtain an ideal self-image. This was evidenced by the approval of 83% of journalists under study, out of 409 respondents, that “ability to convey information to others” comes as the most important role that should be performed by the professional journalist.

On the contrary, the second most selected role by Volek and Jiráček’s respondents (67%) was “possibility to detect problems and publicize them”, but in this study it came in the fourth place. The second role most selected here was the “ability to help people”. Table 24 provides a descending order of the most selected items as chosen by journalists in the study.

The third item most selected was “establishing contacts and resources”, which is a very common struggle and skill at the same time for journalists in the field.

Table (24): Descending Order of Items Measuring Ideal Self-Image of Professional Journalists

Indicators	N
Ability to convey information to others easily	171
Ability to help people	156
Establishing contacts and resources	147
Ability to detect problems and publicize them	129
Ability of being amongst the first who know what is going on	119
Unlimited freedom from superiors	109
Influencing the public	107
Social recognition	96
Promoting certain values and ideals	91
Prospect for career growth	89
Financial assessment	79
Influencing political decisions	77
Secure employment	74
Possibility of appearing in public	48

To contribute some groundwork for such results, Nygren & Stigbrand (2014) commented that the most important criteria that should be implemented by journalists are first, the accuracy dimension (e.g., being accurate and having a sense of justice), second, the expressive dimension (e.g., having a trait of self-expression and curiosity) and third, the networking dimension (e.g., looking good and having the ability to make new contacts).

The results of the current study indicated that Egyptian journalists are more apt to take up one role among the aforementioned, which is “establishing contacts and resources” (N=147).

Moreover, Willnat et al. (2013) reported that out of 31 nations and territories, journalists working in 22 nations chose “reporting the news quickly” as the most important role played at their work, followed by “providing an analysis of events”.

Undoubtedly, the performance of journalistic roles displays professional ideals in journalistic practice, in addition to interacting with action and behaviors (Mellado et al., 2016).

The previous illustration provides a suitable answer to the sixth research question of the study, **“What are the factors that shape the ideal self-image of the professional journalist in the point view of Egyptian journalists working in private newspapers?”**.

8.7 Self-perception of Journalists towards their Job:

Two statements were taken into consideration to discover the position of self-perception among journalists. Table 39 shows the mean score of both statements and Table 40 provides the mean scores of each of them while Figures 42 & 43 interpret the difference in agreement/disagreement across the sample.

Table (39): The Mean Score of both Statements Measuring Self-Perception

	N	Mean	SD
Self-perception	214	3.29	0.819

Table (40): The Mean Scores of each Statement Measuring Self-Perception

Statement	N	Mean Scores	SD
“I’m proud of my job as a journalist”	214	4.31	0.802
“I’d strongly encourage my children to be a journalist like me”	214	2.29	1.152

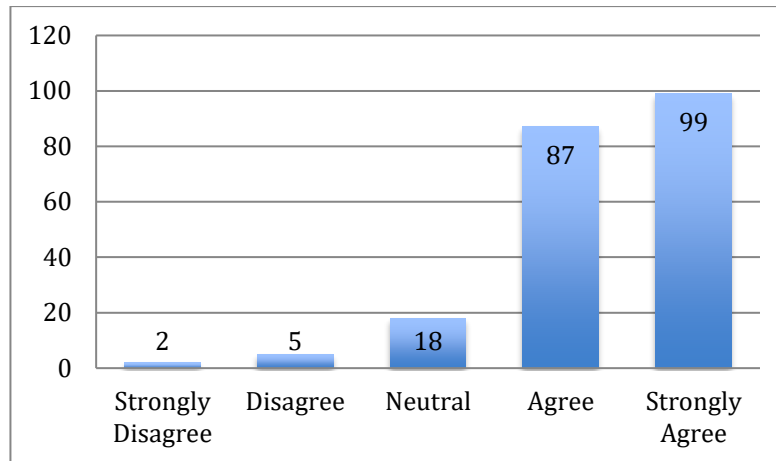


Figure (42): Evaluation of “I’m proud of my job as a journalist”

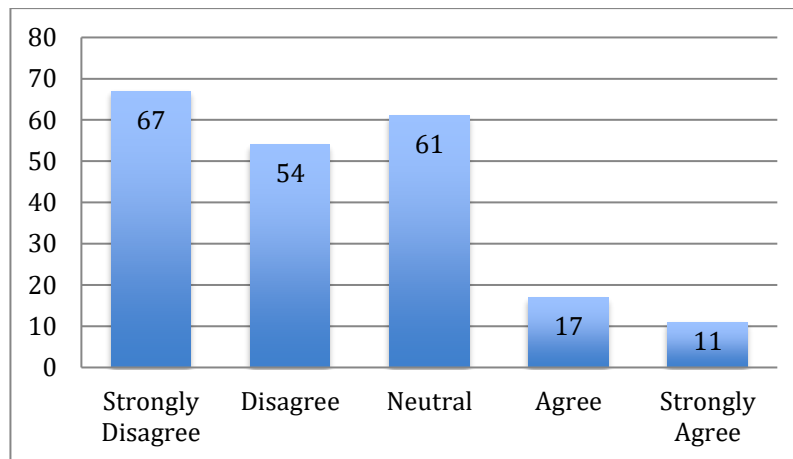


Figure (43): Evaluation of “I’d strongly encourage my children to be a journalist like me”

In that context, it is important to mention that enjoying a sense of professionalism in the field of journalism creates the feeling of belonging and pride, in addition to paving the road to how to act and behave in the day-to-day work functions (Wiik, 2009).

For this question, it was necessary to discover the self-perception of journalists in each newspaper under study.

Table 41 provides the mean scores of *Al-Masry Al-Youm*, *Al-Shorouk*, *Al-Watan*, and *Al-Youm*⁷. The mean scores were quite symmetrical.

Table (41): Mean Scores of Self-Perception In Each Newspaper

Newspaper	N	Mean	SD
<i>Al-Masry Al-Youm</i>	52	3.29	.668
<i>Al-Shorouk</i>	50	3.17	.845
<i>Al-Watan</i>	52	3.41	.828
<i>Al-Youm7</i>	60	3.31	.913

The above-mentioned information attempted to answer the seventh research question of the study **“What are the self-perceptions of Egyptian journalists working in private newspapers towards their job identity?”**

To answer the last research question **“What are the opinions of Egyptian journalists working in private newspapers towards enhancing the self-image of journalism as a career?”**, the researcher dedicated an entire chapter for analyzing the answers thoroughly because of the rich insights given by journalists as active practitioners of the career.

8.8 Field observations:

Once the researcher obtained the IRB approval from the American University in Cairo, the process of collecting surveys started with communicating with the management of each newspaper under study.

All surveys were collected in one week after spending time at each newspaper until the surveys were distributed and collected from the journalists themselves. The researcher was determined to take the surveys from journalists themselves to hear their feedback over the questionnaire or over the topic of the study in general.

A number of observations were collected and written down during that time because they were valuable in drawing a general picture of the journalism scene.

After filling out the questionnaire, journalists felt depressed and many asked: “Why did you choose this topic specifically? It’s so painful to admit the truth yourself”.

Inside *Al-Shorouk* newspaper, after spending five hours in order to find 50 journalists present to fill out the survey, an editorial manager told me: “Did you manage to find 50 persons? I think we should consider a staff reduction once more”. It was a shocking response, yet it was happening for real inside the industry. A wave of staff reduction is hitting newsrooms in Egypt, causing a massive shrinking of the number of journalists.

Together with that, some journalists at *Al-Watan* and *Al-Masry Al-Youm* were concerned that I would hand the surveys to their superiors or the HR department to check on their answers. The researcher reassured both the journalists and the management of each newspaper that no one had access to the original surveys except for the academic body of the University since the survey was conducted for academic purposes only.

However, it is important to mention that a few journalists in *Al-Watan* and *Al-Masry Al-Youm* asked me to hand the survey to the representatives of the Human Resources Department of each newspaper, asking “Would you give them a copy of the survey to answer it themselves?” Apparently, this request mainly targeted having a look at the “job satisfaction” part.

As a result, the Human Resources Directors of the newspapers asked the researcher to share the surveys of their own staff members after analyzing the responses to see if they could change or adopt new policies for their journalists.

Nevertheless, it is important to note that several journalists had notified me that the time frame of the study was so critical. They said that their answers would be very different if the survey had conducted two or three years earlier.

In the survey, in the question on measuring the psychological/mental health of journalists, a statement went like this: "I feel that I've messed up my life". Five journalists told me: "That statement is so real, I would have chosen more than just "strongly agree" for that".

One encouraging statement was made by a number of participants after finishing the survey: "This questionnaire will make us think once more about what we do and about our current situation in the organization". Moreover, another one said "Whoever shifted from journalism to another career, earned peace of mind".

Interestingly, one journalist at *Al-Youm7* refused to fill out the questionnaire, and her justification was that some questions should have an optional answer of "I prefer not to say".

Furthermore, the researcher used to be a journalist at *Al-Masry Al-Youm* newspaper three years earlier and the following visual observation was easy to discover.

On the one hand, newsrooms were less dynamic than before, and journalists were far less enthusiastic to work and find a scoop. On the other hand, the researcher went to all newspapers almost at the same time of the day, which was around 1 or 2 p.m. in the afternoon. Surprisingly, offices were quite empty, despite the fact that this was usually considered to be peak time for work. With respect to that matter, this was a clear visual observation made by the researcher.

The scenes at *Al-Masry Al-Youm* and *Al-Shorouk* newspaper were different from the situation at *Al-Watan* and *Al-Youm7* newspapers. The last two mentioned

newspapers had a larger number of journalists, with qualifications for work at newsrooms and requirements such as computer desks, TV screens, etc. Besides, the size of the organization was relatively larger than their counterparts’.

The situation at the newsrooms of *Al-Masry Al-Youm* and *Al-Youm7* was quite shocking for the researcher. The process of reducing the number of journalists’ was so obvious. Moreover, some basic departments, such as foreign affairs, had only four or five journalists in total working for them.

Although all newspapers shared the same problems regarding their current work status, journalists at *Al-Watan* and *Al-Youm7* newspapers enjoyed a better position inside their organization than their counterparts at *Al-Masry Al-Youm* or *Al-Shorouk*.

Hence, it was necessary to draw a post- hoc analysis of that observation to analyze the reason behind that.

8.9 Post Hoc Analysis:

Regarding the main goal of the study, which was measuring the self-perception of journalists working in the daily private newspapers in Egypt, Table 42 shows the mean score of self-perception at *Al-Masry Al-Youm* & *Al-Shorouk* on the one hand and for *Al-Watan* & *Al-Youm7* on the other hand.

Table (42): Mean Score of Self-Perception between two Groups Of Newspapers At Once

	Mean	N	SD
<i>Al-Masry Al-Youm & Al-Shorouk</i>	3.23	102	.756
<i>Al-Watan & Al-Youm7</i>	3.35	112	.872
Total	3.29	214	.819

The following tables show some findings regarding the visual observation that had been made while collecting data. Table 43 highlights the fact that the feeling of job

satisfaction was statistically significant between groups, which confirms why the newsrooms of *Al-Watan* and *Al-Youm7* were much more dynamic. The reason is simply because the journalists get what they need in return for their hard work.

Table (43): T-Test for *Al-Masry Al-Youm* & *Al-Shorouk* VS *Al-Watan* & *Al-Youm7* by Job Satisfaction

	F	Sig	t	P
Job Satisfaction	6.017	0.015	5.780	0.000

Moreover, Table 44 refers to another interesting finding when comparing the results between each two groups at once. As shown, the status of psychological/mental wellbeing among journalists in *Al-Masry Al-Youm* and *Al-Shorouk* is statistically significant compared to the situation of journalists in *Al-Watan* and *Al-Youm7*. The significance level is 0.014.

Table (44): T-Test for *Al-Masry Al-Youm* & *Al-Shorouk* VS *Al-Watan* & *Al-Youm7* by Psychological/Mental Wellbeing

	F	Sig	t	P
Psychological/Mental Wellbeing	0.009	0.924	2.603	0.014

Chapter Nine

Conclusion

The current study examined the self-perceptions of journalists at four major, private daily newspapers in Egypt. The self-perceptions regarded their professional identity, in terms of professional roles, job satisfaction, professional autonomy and influences on it, psychological/mental wellbeing as well as the ideal self-image of the professional journalist.

The hypotheses of the study addressed the levels of each of these items to indicate the correlations of these items with the level of self-perception.

In order to comprehend the intensive descriptive data coming out from the surveys, it was preferred to draw custom tables to elaborate on some significant findings.

9.1 Group Statistics:

9.1.1 Gender And Professional Roles:

In the first question about the professional roles played by journalists daily, Figure 43 illustrates the difference between male and female journalists regarding their choices.

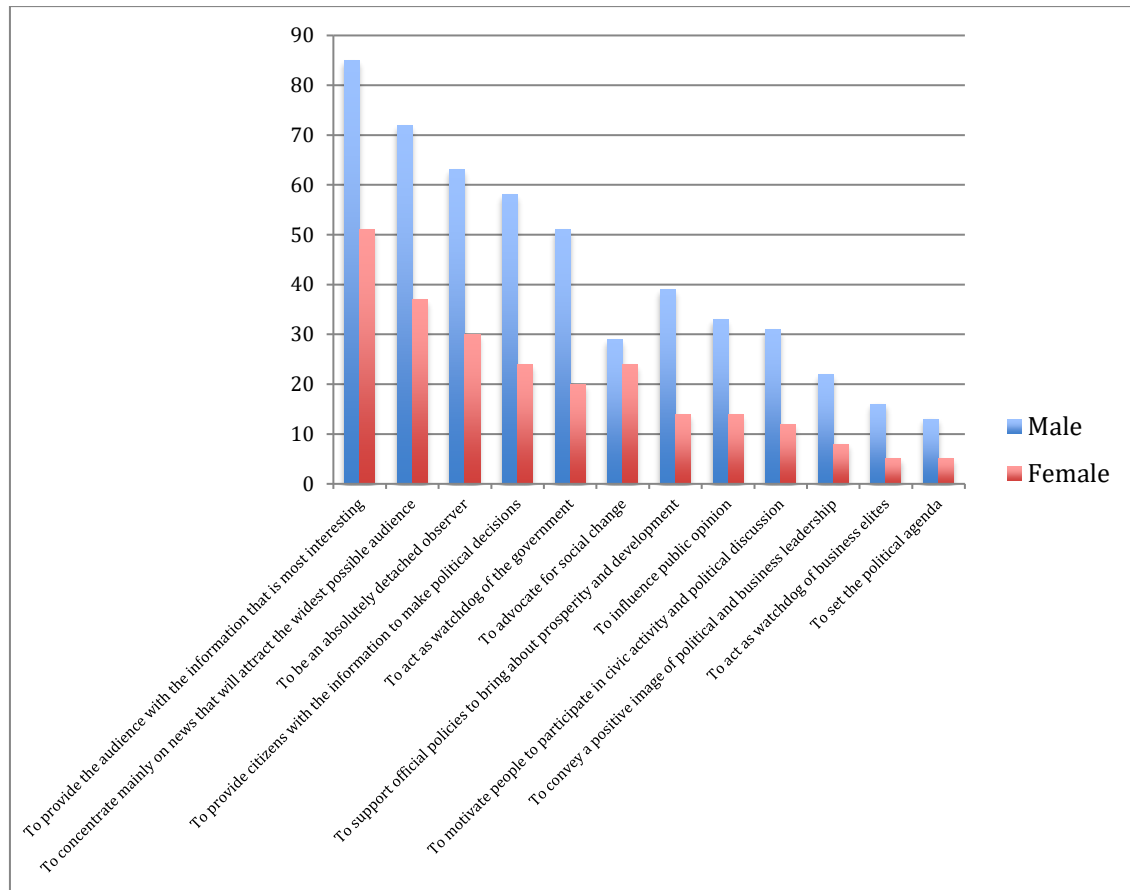


Figure (43): Difference between Males and Females in Regard to Professional Roles

In parallel with that, the role most selected among participants was “to provide the audience with the information that is most interesting” (N= 136). Male journalists, (N=85) more than female journalists, (N=51) selected that role to be among the roles played on a daily basis inside the newsrooms.

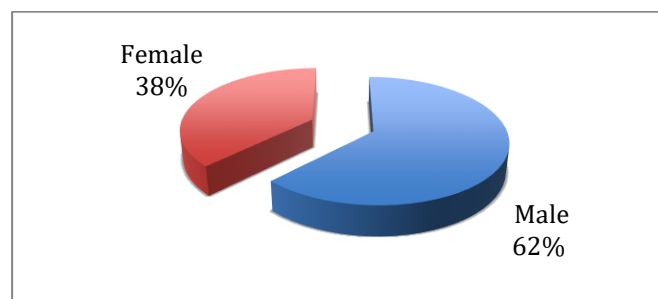


Figure (44): The Difference between Males and Females Regarding the Role of Providing Audience with the Most Interesting Information

9.1.2 Gender and Professional Autonomy:

Moreover, the findings resulting from the t-test analysis showed that there are statistically significant differences between males and females with respect to professional autonomy and the t-test value is 2.345.

Table (45): T-Test for Gender by Professional Autonomy

Gender	N	Mean	SD	T	P
Male	132	3.8977	.80014	2.345	.020
Female	79	3.6266	.83385		

9.1.3 Gender and Influences on Professional Autonomy:

According to Table 46, the differences between male and female journalists regarding the influences on professional autonomy are not statistically significant. The value of t-test is 0.247 at the level of significance of 0.805.

Table (46) T-Test for Gender by Influences on Professional Autonomy

Gender	N	Mean	SD	T	P
Male	132	3.7422	.63330	0.247	.805
Female	79	3.7184	.74826		

9.1.4 Gender and Job Satisfaction:

With respect to Table 47, the differences between male and female journalists with regard to job satisfaction are not statistically significant. The value of t-test is 1.780 at the level of significance of 0.076.

Table (47): T-Test for Gender by Job Satisfaction

Gender	N	Mean	SD	T	P
Male	133	3.4022	.69280	1.780	0.076
Female	79	3.2207	.75800		

9.1.5 Gender and Psychological/Mental Wellbeing:

The scale used in the survey was retrieved from Messe et al. (1995) and contained 10 indicators of psychological/mental health. Table 48 showed that the mean score for males was 3.72 and for females was 3.65. Besides, the t-test value was 0.829 at the level of significance of 0.408, which indicated no differences at all between male and female journalists regarding the psychological/mental wellbeing.

Table (48): T-Test for Gender by Psychological/Mental Health

Gender	N	Mean	SD	T	P
Male	133	3.7263	.54317	0.829	0.408
Female	79	3.6599	.59767		

9.1.6 Gender and The Ideal Self-image:

The ideal self-image of the professional journalist was estimated homogeneously among male and female journalists under study. The majority of items were selected similarly between males and females, taking into consideration that the number of males is more than double the number of females in the study.

Most male journalists selected the item of “ability to convey information” (N=108) while the females were 62 only. The larger part of female journalists agreed on “ability to help people” (N=64) while the males were 91 only.

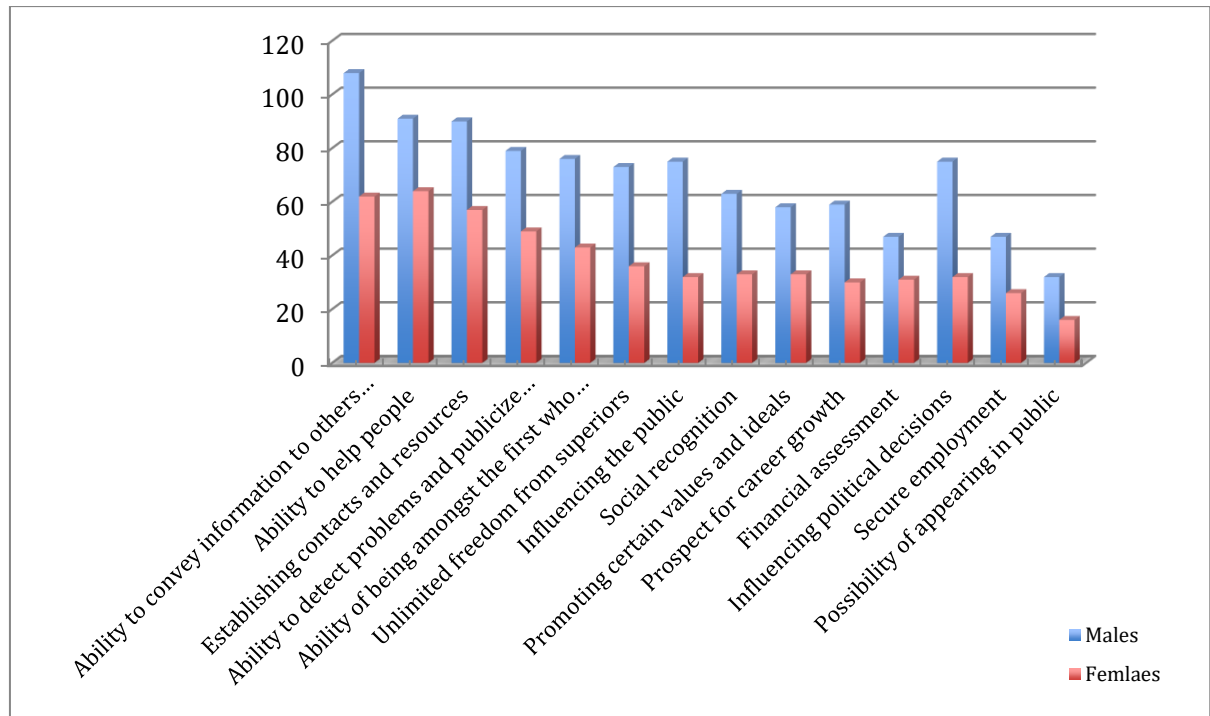


Figure (45): The Differences between Males and Females in regard to Motifs of the Ideal Self-Image of the Professional Journalist

9.1.7 Gender and Self-perception:

Regarding the self-perception of journalists, the data showed that the differences between male and female journalists were not statistically significant. Table 49 shows that the t-test value is 0.480 and the level of significance 0.632.

Table (49): T-Test for Gender by Self-Perception of Journalists

Gender	N	Mean Scores	SD	T	P
Male	132	3.32	.824	0.480	.632
Female	79	3.26	.819		

9.2 Indicators of Psychological/Mental Health:

The H4 was supported with a significance level of 0.000, which indicates a very high association between psychological status and self-perception of journalists.

In other words, the variable that mostly affects the feeling of self-perception of journalists is their psychological/mental health.

The scale that was used to measure this variable was adopted from Masse et al., (1998) who had produced a high-order confirmatory factor analysis of psychological distress and wellbeing measures, through two main scales of psychological distress and psychological wellbeing.

In the current study, one of the main goals was to assess psychological health and its relation to changing the self-perception of journalists working at four private daily newspapers in Egypt.

The first scale was psychological distress, which was mainly set to rank constructs related to cognitive problems (Masse et al., 1998). This scale evaluated four main factors: self-depreciation, irritability, anxiety/depression, and social disengagement.

Every factor had two statements to measure the concept solely. Table 50 shows the mean scores of each concept of the distress scale across the total sample of the study.

Table (50): Mean Scores of Concepts of the Distress Scale

Indicator	Mean	SD
Self-deprecation	3.83	.912
Irritability	4.45	.604
Anxiety/ Depression	3.12	1.205
Social disengagement	3.18	1.062

The second scale was measuring psychological wellbeing. Messe et al., (1998) found that symptoms of psychological distress reflect negative phenomena of difficulties, so they might have an incomplete picture of people's mental health

Thus, the authors proposed another scale that consisted of positive morale for people's wellbeing such as happiness and self-esteem. The second scale was psychological wellbeing, which was devoted to assess six dimensions, namely:

control of self and events, happiness, social involvement, self-esteem, mental balance, and sociability. Table 51 clarifies the mean scores of each concept across the total sample of the study.

Table (51): Mean Scores of Concepts of the Psychological Wellbeing Scale

Indicator	Mean	SD
Control of self and events	3.89	.768
Happiness	3.28	.931
Social Involvement	3.99	.840
Self-esteem	4.15	.702
Mental Balance	3.23	.930
Sociability	3.85	.883

As mentioned before, the scale of measuring psychological/mental health used 10 indicators to assess this aspect in detail. By applying multiple regression analysis between self-perception and the ten indicators, the results showed that “happiness” was statistically significant with self-perception of journalists. The significance level is 0.001 (Table 52).

Table (52): Multiple Regression Analysis of Indicators of Psychological Distress/Wellbeing

Indicator	B	T	P
(Constant)	1.332	2.865	.005
Self-depreciation	.152	2.124	.035
Irritability	-.028-	-.310-	.757
Anxiety/Depression	.034	.567	.572
Social disengagement	.123	1.885	.061
Control of self and events	-.075-	-.896-	.371
Happiness	.225	3.338	.001
Social involvement	.145	2.106	.036
Self-esteem	.015	.161	.872
Mental balance	.114	1.914	.057
Sociability	-.110-	1.786-	.076

Additionally, the data showed that mean scores between male and female journalists were quite equal which was a typical result of the existing association between psychological/mental health and self-perception (Table 53).

Table (53) Mean Scores between Male and Female Journalists in regard to Psychological Distress/Wellbeing

Indicator	Gender	N	Mean	SD
Self-depreciation	Male	134	3.86	0.888
	Female	80	3.78	0.956
Irritability	Male	134	4.40	0.599
	Female	80	4.5	0.608
Anxiety/depression	Male	134	3.15	1.161
	Female	80	3.06	1.282
Social disengagement	Male	134	3.22	1.008
	Female	80	3.12	1.149
Control of self and events	Male	134	3.9	0.685
	Female	80	3.73	0.869
Happiness	Male	134	3.38	0.895
	Female	80	3.09	0.954
Social involvement	Male	134	3.98	0.860
	Female	80	3.98	0.808
Self-esteem	Male	134	4.17	0.674
	Female	80	4.11	0.750
Mental balance	Male	134	3.29	0.958
	Female	80	3.13	0.875
Sociability	Male	134	3.75	0.90
	Female	80	4.01	0.824

Chapter Ten

Limitations of the study

The study suffers from a number of limitations that should be addressed for the purpose of presenting a well-balanced descriptive research. These limitations are necessary for future studies regarding the current topic.

First of all, it is necessary to mention that the time frame for collecting the survey was between October and December 2018- after getting the approval of both the CAPMAS and IRB entities-but it only allowed revealing a little of such a complex dimension such as self-perception. This dimension had a series of causes, consequences and implications that must be studied and analyzed thoroughly.

An equally significant aspect regarding the limitations of the study was the lack of research on how Egyptian journalists perceive themselves in the context of their professional identity. A number of studies were more concerned with the journalistic performance or the professional roles of journalists. Despite the wave of changes that took place inside the structures of journalism in the past decade, implications for the future work of journalists have received far less attention among scholars (Picard, 2015).

In respect to targeting private newspapers and not selecting state-run/governmental newspapers, the justification behind this decision was based on the general assumption among journalists that working in the private sector was more stable in terms of the economic, social, and psychological aspects. Thus, the researcher was eager to discover if that assumption was right or wrong.

With respect to the methodological procedures, there were a number of constraints that might have affected the final results of the study. First, the interpretation of the

survey that was originally designed in English since all of the scales were retrieved from English literature, and then were translated into Arabic. The reason behind changing the language of the survey was because the journalists targeted were already working in Arabic-language newspapers.

A constraint related to the previous one was that journalists' answers to the last open-ended question of the survey were originally written in Arabic and then were translated into English in order to construct the mental map and use several answers to elaborate on. Second, the study was based on the practice of self-reporting by journalists on their self-perceptions regarding a number of factors as well as their self-image, which could present a common method bias.

Third, the sampling technique of the study was based on implementing the purposive sample. This method entails a serious problem, which refers to not being able to implement any generalization of the research findings to the wide population of journalists.

Another significant barrier against getting more substantial information concerning the psychological disorder inside the journalism industry is the limited time allowed having comments and insights from psychiatrics and from psychology experts regarding the results of the study. These experts would provide analytical insights about the reasons behind the state of psychological/mental health that journalists reported in the survey.

Despite these limitations, the study represented a necessary scope for research on journalists' self-perceptions regarding their work identity and their work functions.

Chapter Eleven

Managerial Implications

A number of managerial implications were extracted after analyzing the results of the study, which could be very beneficial to the heads and to the owners of media institutions.

Several studies were dedicated to explain and analyze the roles and performance of journalists inside their newsrooms, but only a few of these studies were used by the management of media organizations in order to use and to enhance the status of their journalists.

In the light of the above, the researcher attempted to draw a number of recommendations, in the form of a number of managerial implications, to be taken into consideration and hopefully to achieve some positive changes in the current journalistic scene.

The current study measured several dimensions of journalists' job identity at four major daily private newspapers, *Al-Masry Al-Youm*, *Al-Shorouk*, *Al-Watan*, and *Al-Youm*⁷. The results of the study were structured separately to see the variations among these newspapers regarding each dimension. In regard to that, newspapers should analyze the data coming out from their newsrooms and evaluate it in the light of the current circumstances of mass media in Egypt.

Obviously, journalists are hired to perform a number of roles guided by a job description. The results indicated that these role conceptions vary from one journalist to another. Thus, newspaper administrations should take a deeper look into what journalists ought to do and what they are actually doing.

Concerning the process of role performance, a number of journalists ranked

professional influences of newsroom policies and media laws as the most effective factors that impact professional and editorial autonomy. This situation calls for a new media policy that should be integrated inside media institutions to ease the process of journalistic production. This policy needs first to cover all the factors that might cause any threats to the journalists' autonomy during their daily journalistic practices, then evaluate the policies of newsrooms and see if these policies can cope with the new journalistic transformations.

In parallel, journalistic organizations, both in the private and governmental sectors, must be aware of the radical changes in the media industry and must be ready to develop their journalists into more professional/advanced ones, by offering various means of support (e.g., medical insurance, life insurance, job safety, pension, and other benefits).

No doubt that future research in this matter can provide better insights for the dynamics behind some of the dominant factors that emerged in this study.

For example, media organizations could conduct a separate study about the relationships between employees and superiors to get a better understanding of this critical rapport, including different aspects of job satisfaction in terms of recognition, sense of belonging, and process of career progression and remuneration.

As long as the study reported that journalists' self-perceptions depend on their psychological/mental status, all newspaper administrations should run a periodical assessment of their psychological wellbeing inside the organization, taking into consideration the results and findings obtained by the current study.

Regarding the answers that were written in the journalists' own hands in the study, the newspapers should analyze the reasons behind each item mentioned by their journalists. In addition, media institutions are required to conduct periodical studies to

examine their journalists' opinions in order to identify their most recent perspectives, values, norms, and challenges.

All of the aforementioned points should not be seen as the end but as the beginning. Nevertheless, further studies are necessary in order to get a more fine-grained picture of how journalism education plays a significant role in shaping the professional identity for journalists-to-be, taking into consideration the political and social conditions of the time frame of the study, plus the inner predisposition of each individual.

Chapter Twelve

Recommendations and Directions For Further Studies

Given the rapid changes in the journalism industry, media organizations in Egypt are in desperate need to cope with the global trend of new journalism. By analyzing the results of related studies, reports and analytical reviews, these organizations would be able to discover what is necessary to implement immediately.

Rottwilm (2014) referred to the fact that empirical research on the changing nature of journalistic work is still limited. He put the blame on the academic scholarship in separating the fields of journalism and media from the literature of economics, sociology and management.

In light of the large sample used in the study compared to the actual size of the population of journalists working in the newspapers under study, replicating the study in different contexts could be beneficial in order to extract a series of comparative findings.

First, future studies could adopt sample variations to cover another media outlet, private or state-run, using the same designed survey. Second, changing the context of the study, such as the timeframe or the selected newspaper, would be another opportunity for exploring further results, depending on different conditions socially and politically.

Correspondingly, the same methodological procedures could be applied in other countries, considering that all measures and scales used in the study were adopted from different studies used in western countries.

Third, researchers could exchange the quantitative method structured for the study with a qualitative one to get more insights from focus groups or in-depth interviews with practitioners, experts and professionals in the journalism community.

Fourth, one statistically significant variable with the concept of self-perception of journalists was the state of psychological/mental health of journalists at work. The variable of psychological/mental wellbeing was measured through ranking twenty statements that helped in assessing ten concepts of psychological wellbeing/distress. Studying the relation between each of these concepts in respect to self-perception of journalists could be academically interesting.

Fifth, as long as the national portrait of Egyptian journalists matters in the eyes of the population, investigating how public stereotyping of journalists affects the development of their self-esteem and whether that image could impact their power or competence on the job in general could be highly required. Using these criteria as a baseline, it is important to give more attention to measure the public image of journalists by collecting data from different segments of Egyptian society in order to catch a glimpse of the current image of journalists and how the audiences perceive them and how they perceive what they do.

Sixth, another related segment to be analyzed is examining the reason behind shifting the professional role from a “critical change agent” in 2011 to a “populist disseminator” in 2018. This shift is a substantial milestone in the journalism stream in Egypt, especially 7 years after the 25th of January revolution.

No doubt that future research in that matter could provide better insights for the dynamics behind some of the dominant factors that emerged in this study. For example, further research about the relationships between employees and superiors may help in getting a better understanding of it.

Besides, studying the perceptions of other professions towards journalists could be another significant scope to be studied. Some fields are rather similar to the outlines of the job description of journalists, such as public relations and media consultancy. Thus, it is recommended to dig more in that area to discover the discrepancy among professionals in respect to the journalist's image in their eyes.

It is critical and crucial for future researchers to conduct a study examining the roles of journalists from their personal perspectives without abiding by any scales or sets of professional roles, given the differences of their demographics and social backgrounds. Mellado et al. (2016) highlighted the fact that scholars do not only need to understand how journalists perceive their professional roles, but they also need to know how these roles appear in practice, in terms of decisions inside newsrooms and the new media ecosystem.

Hanitzsch (2017) pinpointed that the academic area of analyzing the professional identity of journalists and their roles still lacks a general theoretical framework. Hanitzsch (2017) elaborated: "At the same time, normative approaches and much of political communication research often treat journalism as a 'black box' as they are little grounded in journalists' views, practices, and experience".

One of the most serious outcomes of the current study is that political influences were rated by the majority of journalists as an extremely influential factor on the professional autonomy; hence, one of the upcoming researches should be working on analyzing this factor in detail. This factor includes several sources of impact such as government figures, politicians, and censors.

As previously mentioned in the limitations of the study, further studies should implement an observational study of journalists who have certain levels of

professional autonomy in order to distinguish the consequences of high and low autonomy.

This point should go beyond the surrounding factors of professional autonomy at work, but rather should work on the individual-level perceptions of what autonomy actually means, given their educational background, previous experience and personal attributes.

Yet, it is important to mention that while reviewing the literature in the journalistic field, it was found that much was written about the boundaries of media content but very little targeted people working in journalism, especially in developing countries.

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APPENDICES

APPENDIX A: English Version Questionnaire

Survey title: Self-perceptions of Egyptian journalists towards their job identity in the private newspapers

Informed Consent:

This research is a part of a completing my thesis to obtain my master's degree in mass communication and journalism at the American university of Cairo, under the supervision of Dr. Ahmed Taher. The purpose of this research is to explore the self-perceptions of journalists who are working in private newspapers towards their work. You will be asked about your opinions and perceptions of journalism as a profession in Egypt. This completion of the survey will take less than about 10 minutes of your time. Please answer every question as accurately as possible, missing any question will affect the results of this research and your responses will be excluded accordingly.

The decision to participate in this research project is totally voluntary. There is no benefits or risks behind participating in this survey.

Your identity is anonymous. Responses will be compiled in a spreadsheet and cannot be delivered back to you. All data will be re-entered and stored in a password-protected format. We will not know your identity after collecting the survey. The results of the study will be used for scholarly purpose only.

By approving what mentioned above, you acknowledge that you have read this information and agree to contribute to this research.

**If you have any questions, please contact the researcher directly on this email:
bassant.zein@aucegypt.edu**

Do you agree on participating in this survey?

1- Yes ☐

2- No ☐

Questions:

- 1- The following list describes some of the professional roles of news industry, what are the most played roles during your day-to-day job?
(Please select all that applies to you)**

- 1) To provide citizens with the information to make political decisions ☐
- 2) To be an absolutely detached observer ☐
- 3) To act as watchdog of the government ☐
- 4) To provide the audience with the information that is most interesting ☐
- 5) To motivate people to participate in civic activity and political discussion ☐
- 6) To act as watchdog of business elites ☐
- 7) To concentrate mainly on news that attract the widest possible audience ☐
- 8) To advocate for social change ☐
- 9) To influence public opinion ☐
- 10) To set the political agenda ☐
- 11) To support official policies to bring about prosperity and development ☐
- 12) To convey a positive image of political and business leadership ☐

2- Please indicate your level of agreement towards the following statements:

	Strongly Agree	Agree	Neutral	Disagree	Strongly disagree
"I have a lot of control over the work that I do"					
"I am allowed to take part in decisions that affect my work"					

3- Please select to what degree the following factors influence your day-to-day job?

	Extremely influential	Very influential	Somewhat influential	Little influential	Not influential at all
Political influences (e.g. government, politicians, censorship)					
Economic influences (e.g., profit expectations, advertising, market pressures and audience research)					
Organizational influences (e.g., ownership, management, editorial decision making)					
Procedural influences (e.g., news routines, deadlines, editorial resources)					
Professional influences (e.g., professional conventions, newsroom policies, media laws)					
Reference groups (e.g., competitors, colleagues in other media outlets, friends and family)					

4- Please indicate your level of satisfaction/dissatisfaction towards the following:

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very dissatisfied
The type of daily responsible work					
The organization of work					
Work conditions					
Salary					
Remuneration (rewards)					
Promotion					
Relationship with superior					
Relationship with colleagues					

5- Please rate the following statements to describe your psychological/mental status at work:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
“I had the impression that I had messed up my life”					
“I belittle myself, I put myself down”					
“I’m aggressive about everything and nothing”					
“I’m arrogant and even rude towards others”					
“I feel sad”					

“I feel preoccupied and uneasy”					
“I feel that I wasn’t interested anymore in things that I normally found interesting”					
“I don’t feel like doing anything”					
“I’m able to face difficult situations in a positive way”					
“I’m able to find answers to my problems without trouble”					
“I had the impression of really enjoying and living life the fullest”					
“I found life exciting and I want to enjoy every moment of it”					
“I had goals and ambitions”					
“I’m curious and interested in all sorts of things”					
“I have self-confidence”					
“I feel satisfied with what I’m able to accomplish. I feel proud of myself”					
“I live at a normal pace, not doing anything excessively”					
“My life is balanced between my work and family”					
“I smile easily”					
“I have good sense of humor making my friends laugh easily”					

6- In your opinion, what are the factors that corporate in forming the ideal self-image of the professional journalist? (Please select ☐ all that applies)

- 1) Ability to convey information to others easily ☐
- 2) Ability to detect problems and publicize them ☐
- 3) Ability to help people ☐
- 4) Ability of being amongst the first who know what is going on ☐
- 5) Promoting certain values and ideals ☐
- 6) Possibility of appearing in public ☐
- 7) Influencing political decisions ☐
- 8) Influencing the public ☐
- 9) Financial assessment ☐
- 10) Establishing contacts and sources ☐
- 11) Unlimited freedom from superiors ☐
- 12) Secure employment ☐
- 13) Prospect for career growth ☐
- 14) Social recognition ☐

7- To measure your self-perception of journalism as a career in Egypt, please rate the following statements:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I'm proud of my job as a journalist					
I'd strongly encourage my children to be a journalist like me					

8- In your own words, please explain what does Egyptian journalist need to enhance the self-image of his career?

.....

.....

Demographic Features

1. Please specify your gender:

- a. Male ☐
- b. Female ☐

2. Please select your job title/ editorial rank:

- a. Reporter ☐
- b. Editor ☐
- c. Senior Editor ☐
- d. Department head ☐
- e. Editorial Manager ☐
- f. Editor-in-chief ☐
- g. Other, please mention (.....)

3. Please mention years of professional experience in the journalism career:

- a. Less than 1 year ☐
- b. 1 year to 3 years ☐
- c. 3 years to 5 years ☐
- d. 5 years to 7 years ☐
- e. 7 years to 10 years ☐
- f. More than 10 years ☐

4. Please specify your age group:

- a. 20 to 25 ☐
- b. 26 to 35 ☐
- c. 36 to 45 ☐
- d. 46 to 65 ☐
- e. Above 65 ☐

5. Please mention your educational background:

- a. Diploma degree ☐

- b. Bachelor's degree ☐
- c. Advanced Diploma degree ☐
- d. Master's degree ☐
- e.** Doctorate degree ☐

APPENDIX B: Arabic Version Survey

استبيان عن التصور الذاتي للصحفي عن هوية العمل داخل الجرائد الخاصة في مصر

(دراسة مقدمة لنيل درجة الماجستير في الصحافة والإعلام بالجامعة الأمريكية بالقاهرة)

بنود الموافقة على الاستطلاع:

هذا البحث جزء من رسالتي للحصول على درجة الماجستير في مجال الصحافة والاتصال الجماهيري بالجامعة الأمريكية بالقاهرة وتحت إشراف الدكتور أحمد طاهر من سبتمبر ٢٠١٨ إلى ديسمبر ٢٠١٨. هدف البحث هو استكشاف التصورات الذاتية للصحفيين العاملين بالصحف الخاصة في مصر تجاه طبيعة عملهم عن طريق سؤالك عن آرائك وتصوراتك عن الصحافة كمهنة في مصر حيث يستغرق الاستبيان نحو ١٠ دقائق للرد عليه. بالرجاء الإجابة على كل سؤال بأكبر قدر من الدقة مع العلم أن عدم الإجابة عن أي سؤال سيؤثر على نتائج هذا البحث، وسيتم استبعاد الاستطلاع الخاص بك وفقاً لذلك. يرجى العلم بأن قرار المشاركة في الاستطلاع تطوعي دون فوائد أو مخاطر علي المشترك.

جميع إجاباتك ستكون مجهولة الهوية دون تحديد اسمك حيث يتم تجميعها في قاعدة للبيانات لا يمكن إرسالها إليك لاحقاً وسيتم إعادة إدخال جميع البيانات في صيغة محمية بكلمة سر واستخدامها لغرض علمي فقط. لن نحدد هويتك بعد جمع الاستطلاع، وأي تقارير أو مطبوعات بناء على هذا الاستطلاع ستقوم على بيانات المجموعة التي شاركت فيه دون التعريف بهويتك كمشارك في المشروع.

بالموافقة على ما ذكر أعلاه، فإنك تقر بأنك قرأت هذه المعلومات وتوافق على المشاركة في هذا الاستطلاع.

إذا كان لديك أية أسئلة بخصوص الاستطلاع أو عن البحث بشكل عام، يرجى الاتصال بالباحث على البريد الإلكتروني أدناه:

Bassant.zein@aucegypt.edu

هل توافق على المشاركة في الاستطلاع؟

١ - نعم ☐

٢ - لا ☐

أسئلة الاستطلاع:

١. توضح القائمة التالية بعض الأدوار المهنية في مجال صناعة الأخبار، ما هي الأدوار التي تقوم بها خلال عملك اليومي؟ (يمكنك اختيار أكثر من اختيار واحد)

- (أ) إمداد المواطنين بالمعلومات اللازمة لاتخاذ القرارات السياسية ☐
- (ب) أن أكون مراقبا منفصلا (غير متحيز -/ مستقل) تماما ☐
- (ج) أن أكون مراقبا لأداء الحكومة ☐
- (د) تزويد الجمهور بالمعلومات المثيرة للاهتمام ☐
- (هـ) تشجيع الجمهور على المشاركة في العمل المدني والمناقشات السياسية ☐
- (و) أن أكون مراقبا للنخبة من رجال الأعمال ☐
- (ز) التركيز بشكل أساسي على الأخبار التي تجذب أكبر عدد من الجمهور ☐
- (ح) الدعوة إلى التغيير الاجتماعي ☐
- (ط) التأثير على الرأي العام ☐
- (ي) تشكيل الأجندة السياسية ☐
- (ك) دعم السياسات الرسمية لتحقيق الازدهار والتنمية ☐
- (ل) نقل صورة إيجابية عن القيادة السياسية والاقتصادية ☐

٢. من فضلك حدد مستوى موافقتك على العبارات التالية:

العبارات	موافق تماما	موافق	محايد	غير موافق	غير موافق تماما
"الذي المزيد من السيطرة على العمل الذي أقوم به"					
"مسموح لي بالمشاركة في القرارات التي تؤثر على عملي"					

٣. يرجى تحديد إلى أي مدى تؤثر العوامل الآتية على عملك اليومي:

المؤثرات	مؤثر للغاية	مؤثر جدا	مؤثر إلى حد ما	قليل التأثير	غير مؤثر على الإطلاق
التأثيرات السياسية (مثل الحكومة، الرموز السياسية، الرقابة)					
التأثيرات الاقتصادية (مثل الربح، الإعلانات)					
تأثيرات المؤسسة (مثل ملكية الجريدة، الإدارة، عملية صنع القرار)					
التأثيرات الإجرائية (مثل التحرير، روتين إعداد الاخبار، مواعيد تسليم)					

العمل					
التأثيرات المهنية (مثل اجتماعات العمل، سياسات صالة التحرير، تشريعات وقوانين الإعلام)					
تأثيرات المجموعات المرجعية (مثل المنافسين والزملاء في وسائل الإعلام، الجمهور، الأسرة والأصدقاء)					

٤. من فضلك حدد درجة رضائك / عدم رضائك عن النقاط التالية:

غير راض على الإطلاق	غير راض	محايد	راض	راض تماما	
					نوع العمل المسؤول عنه يوميا
					مؤسسة العمل
					ظروف العمل (بيئة العمل)
					المرتب الشهري
					المكافآت
					الترقية الوظيفية
					العلاقة مع رئيس العمل المباشر
					العلاقة مع الزملاء بالعمل

٥. يرجى تقييم العبارات التالية لتحديد وضع حالتك النفسية في العمل:

غير موافق تماما	غير موافق	محايد	موافق	موافق تماما	العبارات
					لدي انطباع بأنني قد أفسدت حياتي
					لدي إحساس بأنني أهين نفسي
					أنا عدواني نحو كل شيء
					أنا متغطرس وغير مهذب تجاه الآخرين
					أنا أشعر بالحزن
					أشعر بالقلق وعدم الارتياح
					أشعر بأنني لم أعد مهتما بالأمر التي عادة ما أجدتها ممتعة
					لا أشعر بأنني أنجز أي شيء
					استطيع مواجهة المواقف الصعبة بطريقة إيجابية

					استطيع التوصل إلى حلول لمشاكي دون إحداث أزمة
					لدي انطباع بأنني استمتع وأعيش حياتي على أكمل وجه
					أرى أن الحياة مثيرة وأريد أن استمتع بكل لحظة فيها
					لدي أهداف وطموحات
					أنا فضولي ولدي اهتمام بجميع الأمور
					لدي ثقة بالنفس
					أشعر بالرضا عما يمكنني تحقيقه.. أشعر بالفخر بنفسي
					أعيش بوتيرة طبيعية.. لا أقوم بأي شيء بشكل مفرط
					حياتي متوازنة بين عملي وعائلتي
					لدي حس فكاهي جيد يجعل أصدقائي يضحكون بسهولة
					ابتسم بسهولة

٦.- في رأيك، ما هي العوامل التي تساهم في تشكيل الصورة الذاتية المثالية عن الصحفي المحترف؟
(يمكنك اختيار أكثر من بديل)

- (أ) القدرة علي نقل المعلومات للآخرين بسهولة ☐
- (ب) القدرة على كشف الأزمات ونشرها ☐
- (ج) القدرة على مساعدة الناس ☐
- (د) القدرة بأن تكون أول من يعلم بما يحدث ☐
- (هـ) العمل على تعزيز قيم ومثل معينة ☐
- (ح) إمكانية الظهور والتواجد في الأماكن العامة ☐
- (ط) القدرة علي التأثير على القرارات السياسية ☐
- (ي) التأثير على الجمهور ☐
- (ك) التمتع بحرية مطلقة من رؤساء العمل ☐
- (ل) تكوين شبكة من المصادر ☐
- (م) التقدير المالي ☐
- (ن) تأمين العمل ☐
- (س) النمو الوظيفي ☐
- (ع) المكانة الاجتماعية ☐

٧.- عن مقياس الصورة الذاتية لديك عن مهنة الصحافة في مصر، من فضلك حدد مدي موافقتك على العبارات التالية:

موافق جدا	موافق	محايد	غير موافق	غير موافق تماما	
					أنا فخور بعملتي كصحفي
					لو عاد بي الوقت، لن أختار أن أكون صحفيا

					سأشجع أولادي ليصبحوا صحفيين مثلي
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٨. في رأيك، ما الذي يحتاجه الصحفي المصري لتعزيز الصورة الذاتية عن مهنته في مصر؟

البيانات الشخصية

١. من فضلك حدد النوع:

☐ ذكر ☐ أنثى

٢. من فضلك حدد منصبك الوظيفي:

- صحفي / مراسل ☐
- محرر صحفي ☐
- محرر رئيسي ☐
- رئيس قسم ☐
- مدير تحرير ☐
- رئيس تحرير ☐
- أخرى:..... ☐

٣. اذكر عدد سنوات خبرتك المهنية في الصحافة:

- أقل من سنة ☐
- سنة إلى ٣ سنوات ☐
- ٣ سنوات إلى ٥ سنوات ☐
- ٥ سنوات إلى ٧ سنوات ☐
- ٧ سنوات إلى ١٠ سنوات ☐
- أكثر من ١٠ سنوات ☐

٤. حدد الفئة العمرية لديك:

- ٢٠ سنة إلى ٢٥ سنة ☐
- ٢٦ سنة إلى ٣٥ سنة ☐
- ٣٦ سنة إلى ٤٥ سنة ☐
- ٤٦ سنة إلى ٦٥ سنة ☐
- أكبر من ٦٥ سنة ☐

٥. اذكر مؤهلك الدراسي:

- حاصل على دبلوم ☐

- حاصل على بكالوريوس/ ليسانس جامعي □
- حاصل على دبلومة □
- حاصل على درجة الماجستير □
- حاصل على درجة الدكتوراه □